



# **ANNUAL REPORT**

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## **2019 - 20**



**MUMBAI  
MOBILE CRECHES**  
FUTURES UNDER CONSTRUCTION

ANNUAL  
REPORT  
2019–20

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Back Cover – Mr. Navin Umaid Chaudhary and Mumbai Mobile Creches	



# Executive Summary

2019-20 reminds me of the famous line from the book *Tale of Two Cities* by Charles Dickens: “It was the best of times; it was the worst of times.” Till the COVID pandemic hit us in mid-March 2020, our day care programme was making good progress in enhancing community participation and delivering an enriched day care programme through new training inputs for teachers.

April 2019 saw the culmination of our strategic planning using a method called the Large-Scale Interactive process (LSIP). Our strategic plan identified seven critical goals: improving existing models, enhancing community involvement, reaching underprivileged children in new settings, creating greater visibility, expanding the reach of our training expertise, advocacy and increasing our knowledge about migrant children.


Last year we reached 3680 children, with an average of 1331 every month. Our children were mostly from drought prone regions of Marathwada and Vidarbha. We also had a large number from north India.

We completed a decade of celebrating Book Week last year. Its highlights were a bookmark corner, a selfie corner, a poster story map, a friendship tree, an exhibition of educational material created by our children and creative art and craft products created by their parents. We also revamped our open days for parents. Teachers showed parents the development milestones their child should have reached and suggested ways they could to help their child do better. We had 1160 such open days.

The results of a study of our Mother to Child reading programme (*Mujhe Padkar Sunao*) were encouraging. 49% of mothers said the programme had contributed to their child’s learning. And in a survey of our ‘*Phirti Library*’ programme, 80 percent of our children said it had encouraged them to borrow and read books from the library. Our library last year had 1496 titles with books in Marathi, Hindi, Bengali, Urdu, Kannada and English. We also had a few bilingual books in Hindi-English and Marathi-English.

It was a proud moment for our children when they were first runners up at an art exhibition organised by the Chattrapathi Maharaj Vastu Sangrahalay. Another laudable achievement was that of 12-year-old Bahar who stood second in a chess tournament in the under-13 girls’ category. Bahar regularly attends chess classes held at the MMC Dharavi centre.





In our efforts to expand our children's learning horizons, we introduced English learning via tablets and dance movement therapy sessions for children. Our regular dance classes were, as always, a big hit with our children who performed at the annual event of Shiamak Davar's Victory Arts Foundation.

One of the highlights of 2019-20 was an intense training programme, spread over a year, for crèche teachers on how to assess and address development delays in infants and toddlers. This also enabled our staff to persuade parents to take a more active role in overcoming such delays in their children. One enthusiastic father made a cardboard-and-paper toy car for his child after our teachers taught him how to make simple toys for motor stimulation.

This year we also introduced nutritious dry snacks for our children. Through the Decimal foundation we were able to give them nourishing cookies and savoury snacks. We were very happy to note that during the time they were at MMC centres, our children improved on all nutritional indicators.

We decided to address our children's health needs by celebrating breastfeeding week this year in an innovative way. In August 2019, we conducted special baby showers or '*Godh Bharai*' for pregnant women in a number of sites and invited all the women in the community to participate. We also invited staff from the local government health post to talk about government services for pregnant and lactating women. 243 women participated in these events.

An important change in the monthly parent meetings (*Chai Pani*) meetings was a conscious effort by the field staff to engage fathers. Last year we conducted 398 meetings and reached an average of 632 parents every month.

We started four Migration Resource Centres (MRCs) this year and conducted sessions on financial inclusion, health, de-addiction and child sexual abuse. To bond with parents, we had '*Saha Bhojan*' or community lunches at the MRCs. 64 women participated and shared their lunches with MMC teachers and staff.

Through MMC's flagship programme of training Child Care Givers (called the Bal Palika Training programme), 22 young women, including 5 from construction sites completed the one-year course on Early Childhood Care and Education (ECCE). 16 of the trainees were then placed in different pre-schools and institutions.

We also had a 12-day intensive training programme for 30 teachers of government run *balwadi's* (pre-schools) in the Mira-Bhayandar Municipal Cooperation. This was the first such training for the teachers, 83% of whom had worked for more than a decade.

All of this has been possible due to the emotional and financial support offered to us by so many well-wishers. I would like to extend a heartfelt thank you to Altico Capital India Ltd., Bajaj Alliance General Insurance Co. Ltd., Child Vikaas International, Coface India Credit Management Services Pvt. Ltd., Eastman Chemicals India Pvt. Ltd., Embassy of the Kingdom of the Netherlands, Godrej Properties Ltd., H. T. Parekh Foundation, Hersheys India Pvt. Ltd., Kalpataru Trust, KPMG, Mahindra and Mahindra Financial Services Ltd., Mahindra Holidays and Resorts India Ltd., Mahindra Lifespace Developers Ltd., Medusind Solutions India Pvt. Ltd., National Payment Corporation of India, Owens Corning (India) Pvt. Ltd., PNB Housing Finance Ltd., Premdhara Strom Der Liebe e.V., Reliance Foundation, Sanctum Foundation, Schindler India Pvt. Ltd., Solutia Chemicals India Pvt. Ltd., Tata Capital Housing Finance Ltd., Tata Chemical Ltd., Transparent Value Pvt. Ltd., UBS Securities India Pvt. Ltd., United World College of South East Asia, V.V. & Smt K.V. Mariwala Charity Trust, Verein Mobile Krippen, Freiburg, Germany, Volkart Foundation India Trust, Western Consolidated Pvt. Ltd. and Western Union Services India Pvt. Ltd. We'd also like to thank individual volunteers who helped out at centres. A big thank you to our staff—the bedrock of all our work—and our board members for their support.

The Covid lockdown from the middle of March made us look at virtual ways of reaching migrant children and their communities. We look forward to emerging from this crisis with renewed strength and courage.

Sincerely,  
Anuradha Rajan  
Chief Executive





# About MMC

## Who We Are

For the last 47 years Mumbai Mobile Creches has been running comprehensive daycare programmes for children living on construction sites. We feed, teach and look after the children in our care.

## Our Vision

A nurturing and happy childhood for all children

## Our Mission

To promote 'child friendly construction sites', where all children living on them are safe, healthy, educated and able to enjoy their 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 the age of six years. 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 school
- Enable parents, especially mothers to enter and/or stay in the workplace 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 five districts 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 seven Municipal Corporations:

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	

## OUR REACH

<p><b>Day Care Centres on Construction Sites</b></p> 	<p><b>18</b> Day Care Centres</p> <p><b>2645</b> children reached</p> <p>On average <b>988</b> children attended every month</p>	<p>Day Care Centres are at the core of MMC’s operations. These typically have three sections – a crèche for children below three, a preschool for children between three and six and afterschool support for children between six and fourteen. We teach them language and cognitive skills and provide two meals and two snacks through the day. The children have regular medical checkups and we ensure that they receive all their immunisations.</p>
<p><b>Special Projects at Slums and Brick Kilns</b></p> 	<p><b>3</b> special projects</p> <p><b>274</b> children reached</p> <p>On average <b>89</b> 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. In one slum we look after children from birth to the age of six and in the other slum children from three to six. The brick kiln centres operate seasonally and are shut during the monsoons.</p>



## Care on Wheels – Mobile Bus Programme



**7** sites for Education Programmes &  
**21** sites for Health Interventions

**178** children reached

On average **74** children attended every month

This year the Mobile Bus programme held half day sessions twice a week at seven sites, where children were provided education, meals and healthcare. This programme, which is now in its seventh year, is for children on small construction sites where it is not feasible to set up daycare centres.

## Child Care Centres managed by Builders



**6** Child Care Centres operated

**409** children reached

On average **147** children attended every month

These centres are funded and managed completely by our builder partners. We encourage builders to take responsibility for the wellbeing of children living on their construction sites.

## Community Outreach Programme Model



**4** sites

**174** children reached

On average **33** children attended on every month

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

## Quotes from builders

“ I sincerely appreciate this selfless effort to help the children at my construction site. MMC staff members work hard to teach, feed and look after these children. Thank you very much for doing such an outstanding job.”

**- Mr. Punit Jagdishchandra Gandhi, Project Manager, Runwal Eirene**

“ I had a very good experience running the child care centre at the Darvesh Horizon site, I feel there should be such centres at all construction sites. These centres ensure that the kids are safe, that they get a basic education, and that they are properly fed. They also help parents become more responsible for their children’s welfare.”

**- Mr. Mangesh Khandare, Senior Project Manager, Darvesh Group**

“ I want to say a big thank you to MMC on the behalf of Nirmal Lifestyle Limited. You are doing great work. For the last three years the MMC team has been working for children living in Nirmal Labour Camp and I want you to continue for ever. I wish MMC all the best for its present and future activities.”

**- Mr. Shashikant Pawar, Safety Manager, Nirmal Lifestyle Limited**



**Construction workers and site officials watching a street play organised by MMC staff**

# Our Children

## Children Reached

This past year, MMC reached 3680 children through 18 daycare centres on construction sites, 3 special projects, child care centres at 6 construction sites, community outreach models at 4 sites, and educational activities through the Care on Wheels – Mobile Bus at 7 sites. We served an average of 1331 children through the year.

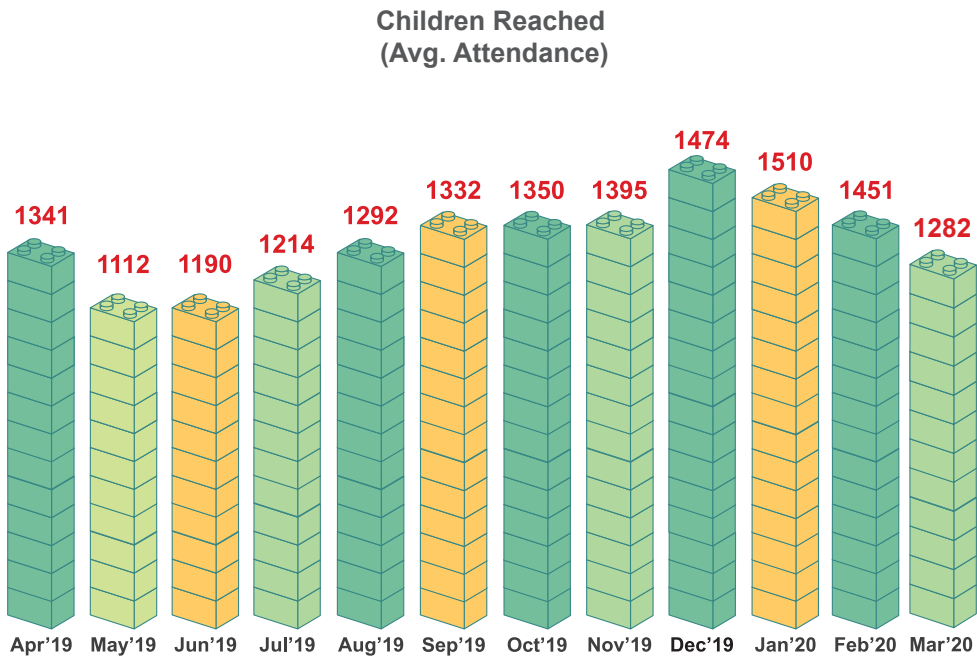


Figure 1: Average Number of Children Served by MMC

## Age Distribution

Most of the children we look after are very young – last year 62 percent were below six. The remainder – those between the ages of six and 14 are part of our afterschool support programme.

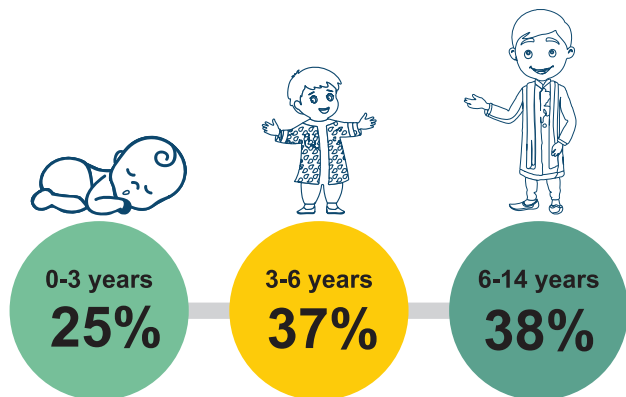
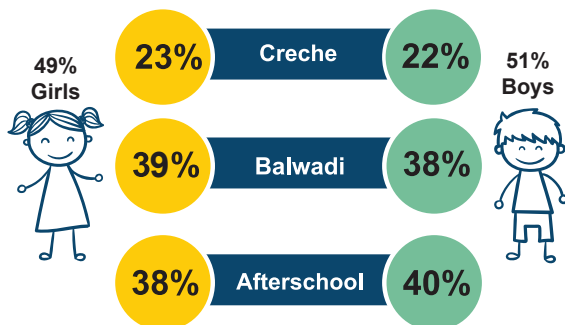


Figure 2: Age Distribution of Children

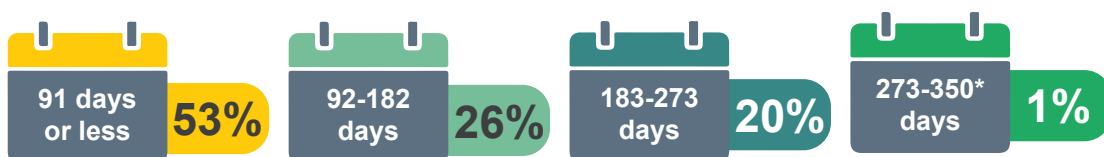


## Gender Distribution

We look after almost equal numbers of boys and girls. Last year 51 percent of children were boys and 49 percent girls.

Figure 3: Gender distribution of Children

## Length of Stay



\*MMC's centres were shut from 16th March 2020, due to the COVID-19 pandemic and ensuing lockdown

Figure 4: Length of Stay

Since construction labourers don't remain on one site but keep moving to wherever they have work, the children at our centres keep changing. Last year, 53 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.

## 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 19 other states. Within Maharashtra, most migrants came from the drought prone regions of Marathwada and Vidarbha.

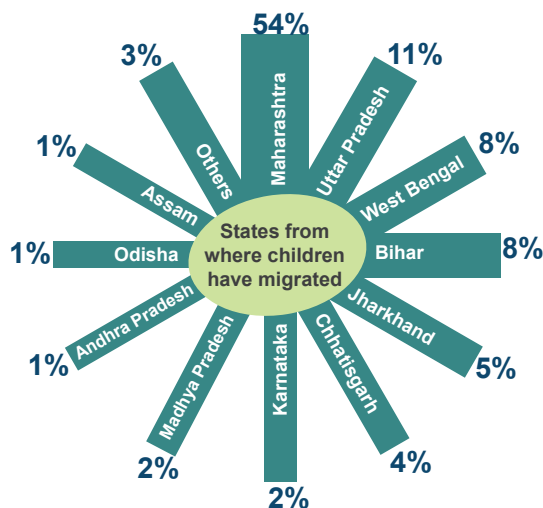


Figure 5: Source States of Children

## Linguistic Diversity

Our children have different mother tongues--apart from Marathi and Hindi--they speak Bhojpuri, Bengali, Odia, Kannada, and many other languages. Nearly half our children speak Marathi and only a quarter are familiar with Hindi. It is therefore difficult to enrol the remainder in local schools. Our teachers pay a lot of attention to teaching such children Hindi.



## Profile of Our Community

To create a profile of the parents of our children, we gathered information on 1442 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 4, 72% of the mothers were below 30, and 71% of the fathers below 35. This is understandable, because construction work requires a great deal of manual labour and therefore a young workforce. Their children tend to be very young and have to be looked after while their parents are at work.

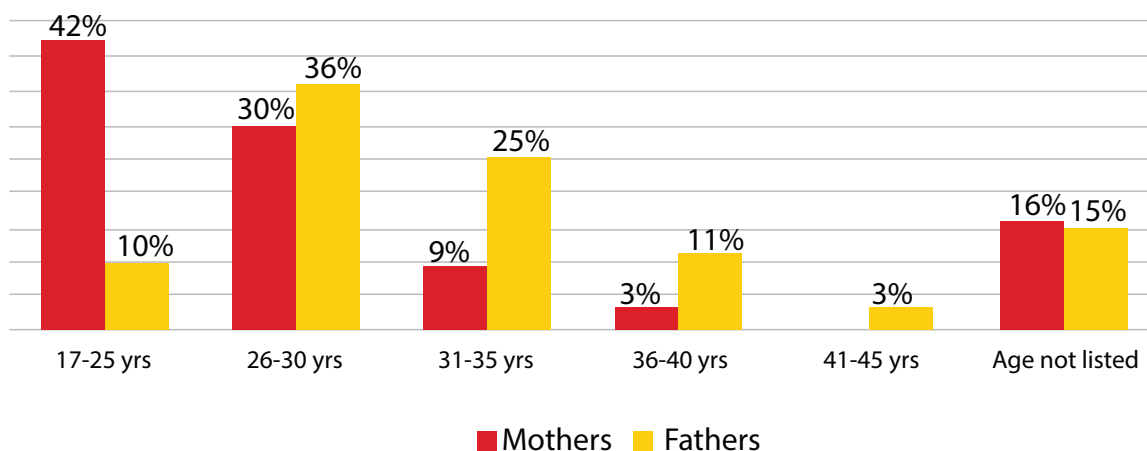
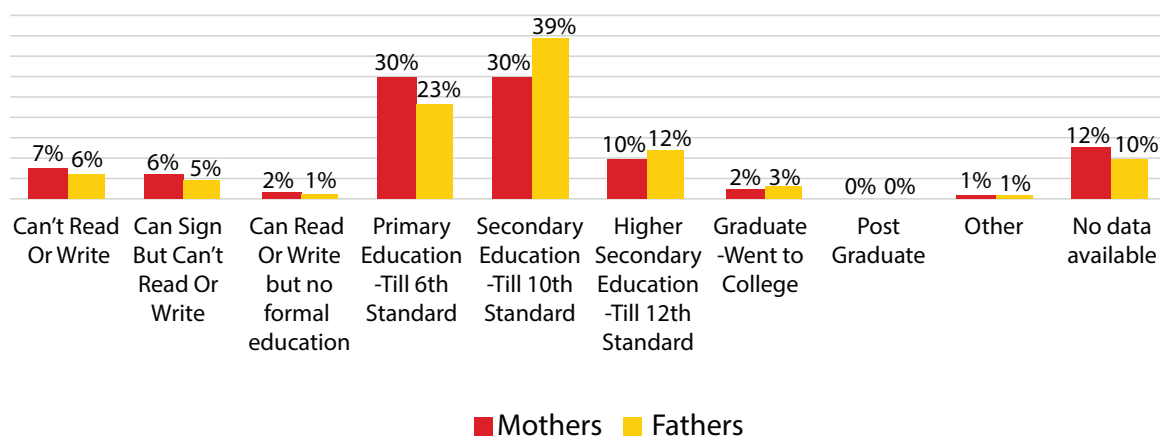


Figure 6: Age Distribution of Parents of Children (n=1442)



## Education Levels of Parents

Only 10% of the mothers had 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 with fathers was not much better, with only 12% getting the opportunity to continue their education up to classes 11 and 12. 39 percent had studied up to the 10th standard and 23 percent up to the 6th.



**Figure 7: Education levels of parents of children attending MMC centres (n=1442)**



**Children enjoying educational activities at an MMC centre**



# Education

More than half of the children reached by MMC every year are below the age of six. Thanks to decades of looking after and teaching young children, we have created a model of Early Childhood Care and Education (ECCE), based on the five key pillars given below. These lay the foundation for sound overall progress in children including preparing them for formal schooling.

## **Overall Physical Growth & Development**

- Development of five senses
- Coordination and control of gross and fine motor skills
- Developing healthy dietary habits and personal hygiene

## **Language Development**

- Listening Skills
- Vocabulary Development
- Emergent Literacy Skills
- Love for reading

## **Cognitive Development**

- Conceptual categorisation
- Critical thinking
- Problem solving
- Reasoning

## **Socio-Emotional Development**

- Empathy, cooperation and pro-social behaviour
- Expressing emotions

## **Creative & Aesthetic Appreciation**

- Facilitating creative and aesthetic appreciation
- Developing love for art, music, dance

## **Thematic Approach to Learning**

Our teaching is organised around monthly themes, called Prakalp. Teachers develop age-appropriate activities, teaching aids, games, songs and play material for each of these themes. Using Prakalp method, we introduce children to various themes such as helpers around us, transport facilities, science and music.

During the end of FY 2020, we made changes in our Prakash themes to include innovative and participatory teaching techniques that enhances children's decision making and engagement in the programme. New content for each theme were developed to make it more inclusive and interesting for the children.



## Open Days

On Open Days teachers discuss the progress of children with their parents using age and development specific milestones as benchmarks. They point out areas in which a child has done well and in which the child needs to improve. Between April 2019 to February 2020, 1160 open day sessions were held.

1160



**Open Days  
conducted  
with Parents**

## Enrolment of Children

Our primary aim is to get children above six into regular schools. We make it a point to convince parents of the importance of enrolling their children in the local municipal schools. Apart from teaching children Hindi, we try to ensure that schools admit our children at any time during the academic year. Last year, we were able to enrol 266 children in schools. And the 785 children who were already going to school attended our afterschool support programme.

785

**No. of children attended  
schools**

**No. of new enrollments**

266

## Breaking the Barrier of Language – little Riju shows the way

When people migrate from other states of the country to Mumbai, they have problems because they don't know Hindi or Marathi.

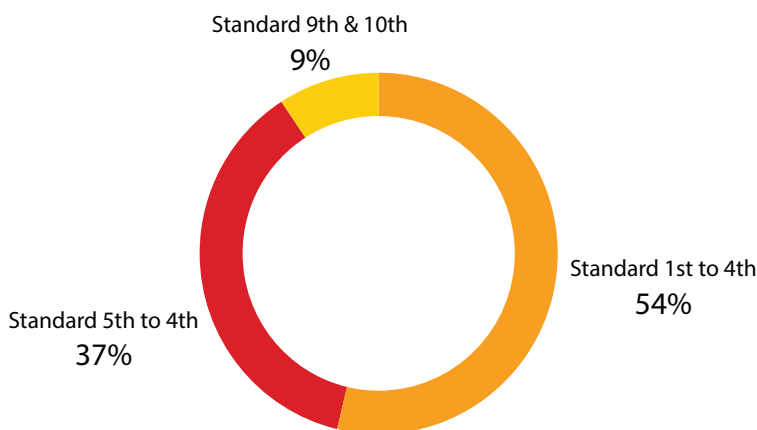
When three year old Riju, a Bengali, came to our Patlipada centre he didn't know a word of Hindi. He would play with other children but could not follow any instructions. Nor did he respond when his teacher started talking to him in Hindi. But after six months, he started naming objects in Hindi was able to understand simple questions and instructions such as "What is your name?", "Do you want water?", "go out and play" in Hindi. He now tries to follow poems and stories in Hindi and repeats what the teacher says in class. She carefully monitors his progress and regularly introduces new words to him.

Riju is the only person in his home who knows a smattering of Hindi. But his mother is happy and says her son enjoys coming to the centre. She is happy to see him greet guests coming to their home in Hindi and say 'sorry' if he makes mistakes while playing or during class. His parents are grateful to the centre's teachers. His father says, "Once Riju learns Hindi he will be able to go to any school in Mumbai and continue his education."

\*Name changed to safeguard child's privacy

## Educational Scholarships

We give scholarships both to children at our centres and to our alumni if they need financial assistance. We disbursed Rs. 60,530 in 2019-20 in scholarships to 67 children and to two of our alumni who were in college.

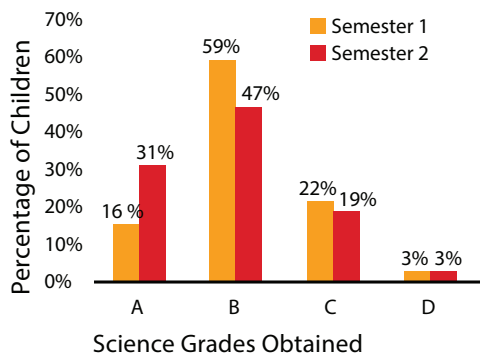
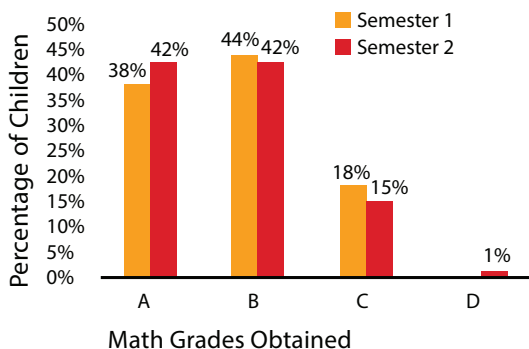
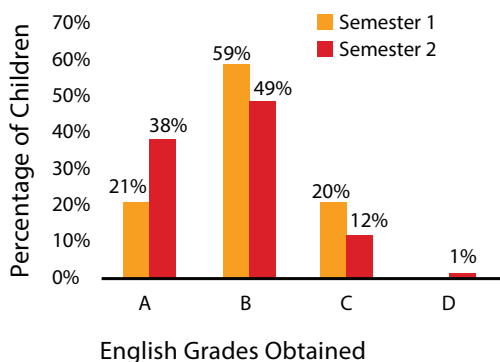
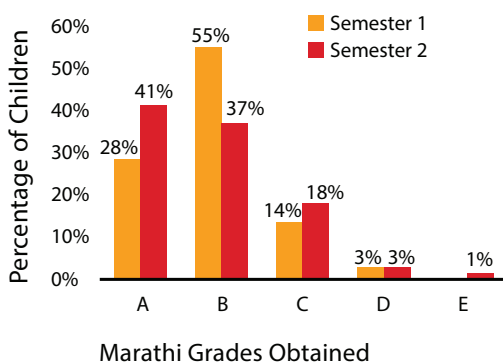


**Figure 8: Distribution of Scholarships**

## Scholastic Performance of Children

Last year, we analysed the performance of 123 children, 86 in primary school and 37 in secondary school. We conducted a comparative analysis of marks scored by children in the two semester exams held during the academic year. Only those subjects for which scores are available for more than 30 children have been included in the analysis. Children scoring above 81% in any subject receive 'A' grade, those scoring between 61 percent and 80 percent receive 'B' grade, scores between 41 percent and 60 percent correspond to 'C' grade, scores between 33 percent and 40 percent correspond to 'D' grade, and those scoring below 32 percent receive 'E' grade.

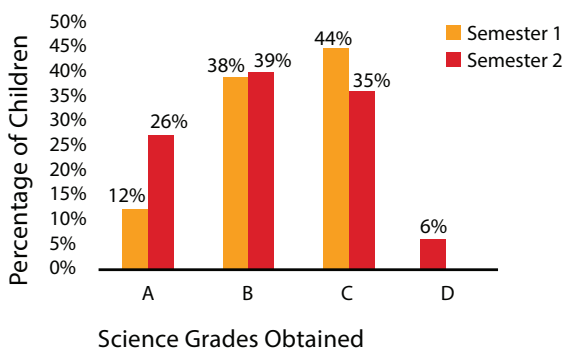
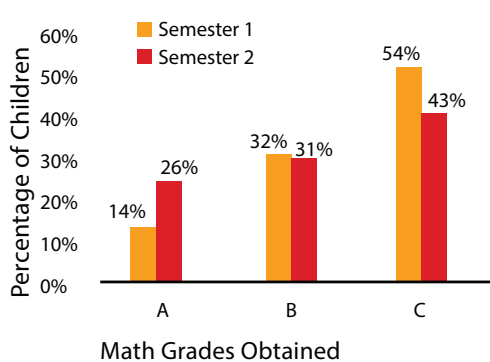
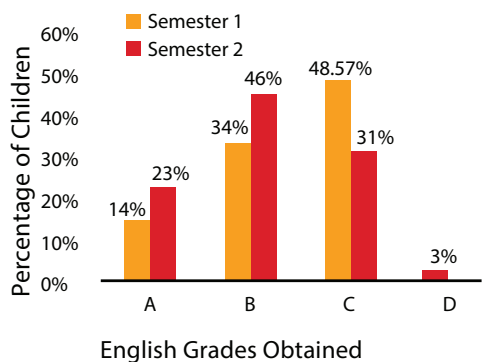
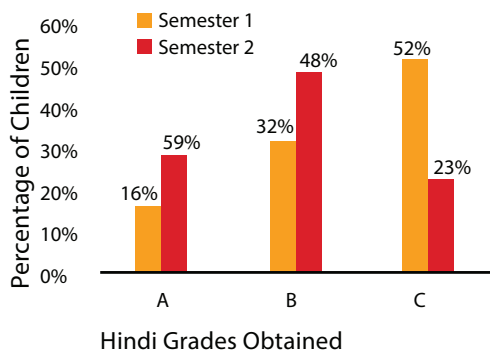
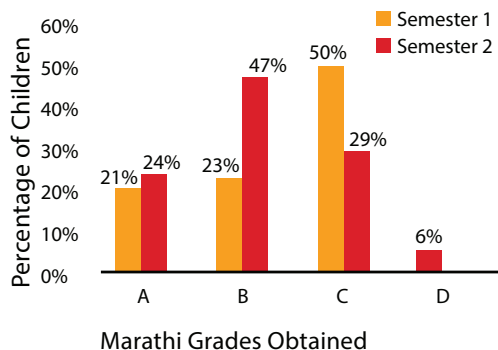
### Primary School Children (Class 1-4)



The childrens scores show an overall improvement from semester 1 to semester 2. The number of children scoring A grade in the second semester increased in all the subjects, namely, Marathi, English, Maths and Science.



## Secondary School Children (Class 5-10)



Secondary school children also improved their performance in all subjects, especially Maths and Science, with a much higher percentage getting As in the second semester.

## Beyond Academics

### Library Programme

We try to develop a love for reading in our children. Every centre has a collection of specially chosen books that children enjoy reading. Our library programme has five key elements.

#### Read To Me (Mujhe Padhkar Sunao) Programme

We encourage mothers of very young children to read illustrated story books to them. Every month approximately 133 parents participate in this programme.

##### An Evaluation of the Mother-Child Reading Programme

Interviews of 88 mothers across 10 daycare centres showed that 49 percent of the mothers felt that the programme enabled them to contribute to their children's learning. Many mothers also said that the programme provided a stress-free environment that enabled them bond with their children - something they were unable to do at home. Almost 30 percent of the mothers interviewed felt that being part of the programme enhanced their own language skills. Most of the mothers in the study had not finished primary school.

#### Read to Me



**133**

parents of creche children participated on average every month in reading books to their children through the Read To Me Programme.

#### Phirti Library (Mobile Library)

Children between 6 and 14 who attending our afterschool support programme are encouraged to participate in the Phirti Library Programme in which twice a week teachers encourage children to take books of their choice to read at home. This past year, 305 children on average took books to read every month.

##### An Evaluation Study of the Phirti Library Programme

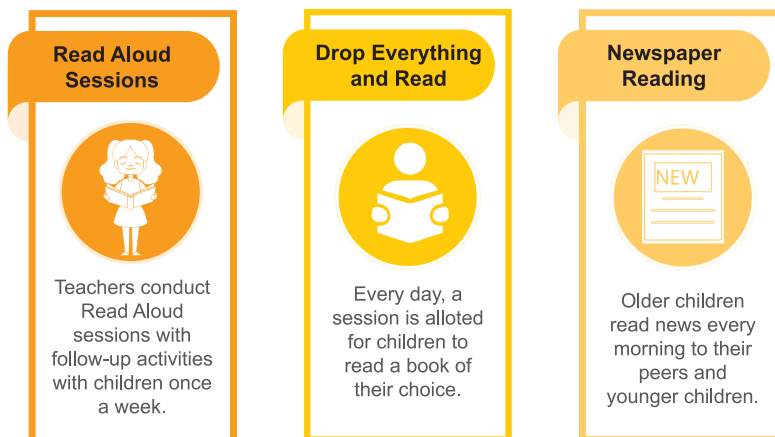
We conducted a study to find out the effectiveness of this programme on children who do not have reading material at home. We interviewed 101 children between the ages of 6 and 14 in 10 centres. Thirty eight percent of the children interviewed felt that the programme helped enhance their reading efficiency, closely followed by another 22 percent who felt that the books they read increased their knowledge. Almost 80 percent of the children said they regularly took new books from the library to read at home, and that they liked to discuss the plot, the characters and the moral of the story.

#### Phirti Library



**305**

children participated on average every month in taking books home to read through the Phirti Library Programme.



### Read Aloud

Teachers use books based on the theme of the month and conduct a storytelling session which consists of an introduction and follow up activities.

### Drop Everything And Read (DEAR)

Every day, a time slot is kept aside for children to read a book of their choice from their day-care centre's library.

### Newspaper Reading

Every morning, children from the afterschool support section read the news of the day to their peers or to younger children.

#### Books at MMC



### Thematic Weeks

#### Khel Mahotsav and Shramadaan

In last year's summer vacation, children engaged in various indoor and outdoor games, traditional and regional, during two weeks in May. It was a fun-filled time and the children built their teamwork and their communication skills and improved their reflexes.

Every year we dedicate two weeks in summer for children at our centres to volunteer for civic service and for protecting their environment. Shramdaan (voluntary labour) helps children learn and internalise the importance of conserving the environment. To promote the ban on plastic last year's mascot for Shramdaan—a puppet that looked like a human--had a crushed plastic bottle stuck to its chest—symbolising plastic waste. Children were encouraged to explain to their parents how plastic bags and containers harm animals, creatures in the sea and the overall environment.

## Book Week

Last year we celebrated our 10th Annual Book Week around Children's Day, from 11th November to 15th November, 2019. The Book Week is another way of kindling the love of reading among children. The theme decided for last year was 'Kitaabon Ki Duniya Ke Ubharte Sitaare' (The Rising Stars from the World of Books). Authors, publishers, volunteers and construction site officials inaugurated the Book Week and told the children stories. Oftentimes, such interactions help children become aware of professions different from construction work. Several interactive corners were set up at our daycare centres, such as a bookmark corner, a selfie corner, a poster-story map corner, a friendship tree corner, a slogan corner, etc. Parents of children were encouraged to make small booklets on recipes, carpentry, plumbing, different stitches in tailoring. The activities at these corners during the week were displayed in an exhibition on the last day of the week. Children took the lead in presenting the displays at the exhibition to the visitors thus improving their communication and leadership skills.

### World Literacy Day

Our centres observed the World Literacy Day during the week of 8th September this year. Teachers conducted a storytelling activity with children. Children further engaged in follow up activities such as making clay alphabets, creating their own story, and making a gift for their parents. The parents were encouraged to participate in storytelling, art & craft activities, and skits with their children.

## Puppet Week and Exhibition

Humaari Prithvi (Our Earth) was the theme of last year's Puppet Week and Exhibition. Our puppets are made with low cost recycled materials that are easily available at home. Thanks to visits to the Conservation Education Centre (CEC) of the Bombay Natural History Society (BNHS) teachers gained insights and new ideas to be used during the Puppet Week. A wide range of puppets developed during the Puppet Week at our centres was exhibited at our Annual Puppet Exhibition held on 17th & 18th January, 2020, at the Nirmala Niketan College of Social Work. The exhibition received a footfall of over 200 visitors.

### An Award-Winning Installation

Chhatrapati Shivaji Maharaj Vastu Sangrahalaya Children's Art Exhibition – In an opportunity to participate in an art exhibition along with reputed schools of Mumbai city, our children won the position of first runner up. They portrayed the structure of a city complete with its railway station, bus stops, buildings and construction sites.





## New Avenues of Learning

### Teach A Class

Since children need to be conversant in English, we introduced the language using hand-held tablets in the Afterschool Support programme at two of our centres.

### Chess Classes

We've been holding chess classes for the last couple of years and they are very popular. Last year, in addition to holding these classes at six daycare centres, we held one at the site of Nirmal Lifestyle covered by the Mobile Bus programme. More than 150 children attended these classes.

Bahar's\* father wished for her to join Arabic classes, for which the timings would sometimes be the same as chess classes at MMC's daycare centre on a construction site in Dharavi, Mumbai. A zeal to learn the game of chess drew 12-year-old Bahar to the chess classes every day. When a chess tournament came up, the trainer suggested her name, as she was already leading among her peers. The chess tournament was organised by Kalyan Taluka Buddhibal Sanstha & Genius Chess Academy on 24th November 2019 in Kalyan West. At the competition, she won the second prize in the under-13 girls' category. It was a triumphant moment for her and her family. In her parents' words, "Today my daughter has won a trophy among so many other children. Teachers here (at MMC) are providing the right guidance to our children."

\*Name changed to safeguard child's privacy

### Music Classes

Our longstanding partner, Songbound, once again conducted weekly music sessions at two of our daycare centres. 40 children participated.

### Dance Classes

Students of Dance Movement Therapy (DMT) conducted sessions for our children. DMT is a very effective technique to enhance intellectual and emotional development, and to improve the motor functions of the body

The Victory Arts Foundation continued to conduct regular dance classes at three of our centres. For the first time this year, children from three of our centres performed at the Victory Arts Foundation's Annual Event at St. Andrew's Auditorium. Their participation in the event was a matter of great pride for the children and the staff.



## Life Skill Sessions

Last year Apni Shala, an NGO specialising in social and emotional learning for young children, youth and adults conducted 17 sessions on lifeskills, with children in the Afterschool Support section at two centres. Using several interactive techniques such as focused group discussions, role playing, and mind mapping, the sessions dealt with topics such as conflict resolution, decision making, team work, etc.

## Child-to-Child Programme

Our children visit elite Mumbai schools and interact with their students in our Child-to-Child programme. This makes our children aspire to a better future. Last year, there were five such visits to four schools, including at Christmas and Diwali.

### Schools we partnered with:

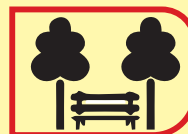
- Rustomjee International School, Thane
- Hiranandani Foundation School, Thane
- Fazlani L'Academie Globale, Mazgaon
- Shishuvihar School, Parel

## Outings

In April, 60 children from 4 centres of MMC went for an IPL match. They were thrilled to watch the game live at the stadium!



In May, 22 children from our Patlipada centre went on an exciting tour of Mumbai - 'Mumbai Darshan' - and learned more about the interesting places in the city.



In July, 23 children and 15 mothers from a Mobile Bus programme site enjoyed a guided tour of Maharashtra Nature Park in Mahim. In September, 47 children from two Mobile Bus programme sites visited the Sanjay Gandhi National Park for a fun-filled outing in the wilderness.



In November, 200 children from 8 day care centres and one Mobile Bus programme site participated at the Annual Sports Day of Rajhans Vidyalaya in Andheri.



In January, 40 children from our centres in Goregaon and Virar visited the famous Prithvi Theatre to watch the children's play 'Locha Gocha'. Its message is about saving our planet. One of the actors of the play came out to speak to the children which thrilled them all.



In January, 55 children from 3 daycare centres and 30 children from 3 Mobile Bus programme sites had a great time at the Airoli Biodiversity Park.



## Annual Camp

Last year, 413 children attended our overnight Annual Camp. This was the first such occasion for many. The camp was conducted in four batches between 10th and 24th December at the Yusuf Meherally Centre, Panvel and Vidhayak Sansad, Vasai. These camps are designed to help learn, among others things, how soaps and pots get made, and how a biogas plant works. The children sing, dance, stage plays and take part in sports competitions.

## Crafting a Creative Space

At the Children's Homes in Umerkhadi and Mankhurd, our teachers hold art and craft classes which are a refreshing change in the daily routine of children living in these government institutions. Last year 37 sessions were held at Umerkhadi reaching 376 girls and 380 boys, and 43 sessions were held at Mankhurd reaching 619 girls and 590 boys. Using paints, crayons, cardboard, glazed paper, etc, the children made flowers and flower vases, conical hats, butterflies, bookmarks, and many other fun items.

# Health & Nutrition

Children living on constructions sites face multiple barriers in accessing adequate health care and nutrition. Therefore, the health and nutrition programme at our centres is designed to provide preventive and curative care to children. We also assist parents of children attending our DCC's, to access affordable health care.

More than 60 percent of our children are below the age of six, with the most vulnerable being those under three years. Seven of our teachers and five supervisors were trained by the Ummeed Child Development Centre on identifying developmental delays and ways to engage with parents in addressing these through home based activities.

## Health

Adverse living conditions on construction sites – unhygienic living conditions, cement and dust, constant noise, lack of sanitation, etc. make children vulnerable to infections and communicable diseases. In addition, frequent migration makes timely immunisation very difficult.

Our health programme has a number of elements to address these challenges. Doctors visit our centres regularly to conduct routine health check-ups. Last year there were a total of 838 visits by doctors which led to detection of 8330 episodes of illnesses. Working with local government health posts, we conducted 1870 vaccinations and 699 doses of Vitamin A among children. In addition, 22 pregnant women underwent ante-natal care check-ups.

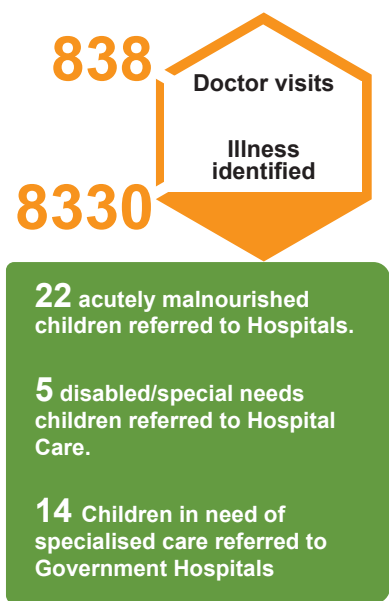


Figure 9: Healthcare Services Facilitated

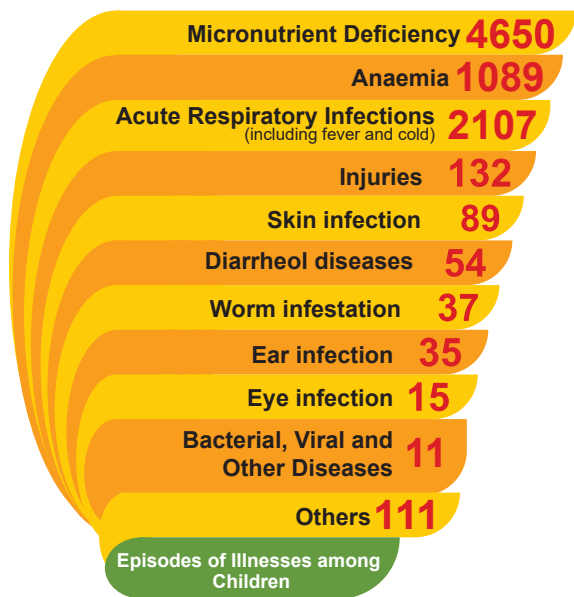
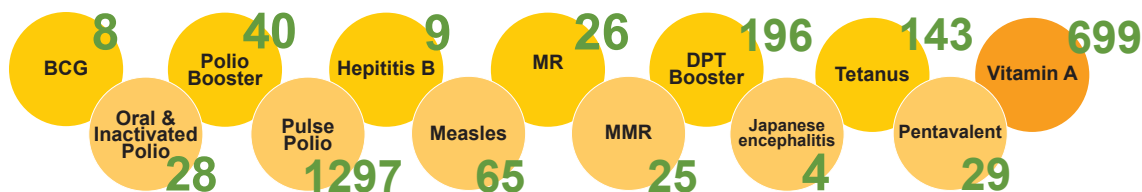


Figure 10: Episodes of illness among children



**Figure 11: Vaccinations Facilitated and Vitamin A Doses**

## The Light of Awareness

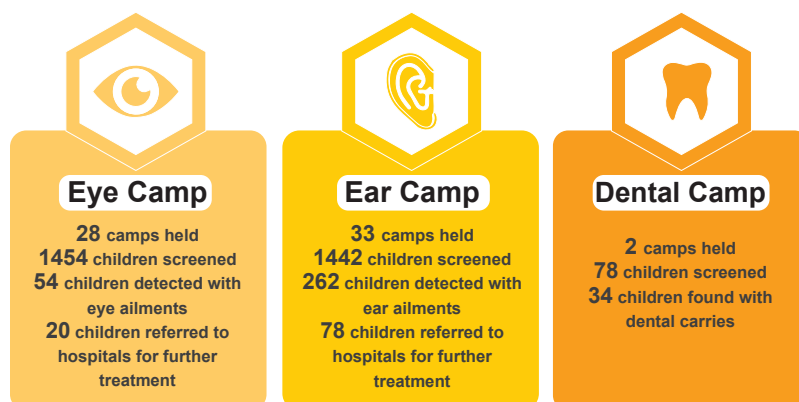
Tanisha\* and Shravani\*, aged three and one-and-a-half, have lived with their parents on a construction site in Kalyan since April 2019. They migrated from a village called Elegaan in Parbhani, Maharashtra. Their father works as a crane operator on the site earning Rs. 12,000 a month and their mother is a housewife who has completed high school. She began sending her children to the centre after MMC teachers invited her to observe what went on in the crèche.

But when an immunization camp was arranged at the centre in December last year she refused to send them, saying ‘हमने उनको कभी टीका नहीं दिया है, उनके पतिजी नहीं मानेंगे।’ (we have never given them any immunisation, their father will not agree).

MMC staff spent a lot of time explaining to the mother the importance of immunisation and how she was risking the health of her daughters, by not getting them immunised. These interactions with the mother paid off and the two girls were brought to the next immunisation camp. Now not only are Tanisha and Shravani in the crèche, their mother is actively involved in the community activities organised by MMC.

*\*Names changed to protect identity*

## Health Camps



In addition to routine health check-ups by doctors, our children are screened for ear, eye and dental problems at specialised camps at our centres.

**Figure 12: Health Camps Facilitated**

- 1454 children were screened for eye ailments at 28 camps last year. 54 children had eye problems and 20 were referred to hospitals for treatment.
- 12 eye camps were conducted at our Mobile Bus intervention sites and 161 children were screened for eye ailments.
- 1442 children were screened for ear ailments at 33 camps at our day care centres. 262 were detected with ear problems and 78 were referred to hospitals for further treatment.
- 2 ear camps were conducted at our Mobile Bus intervention sites and 49 children were screened.
- 3 ear check-up camps were held at three Child Care Centres, with 118 children being screened.
- 2 dental camps were organised last year. Of the 78 children screened, 34 were found to have dental caries and recommended treatment.
- 3 general health check-up camps were organised at our Day Care centres, reaching 109 children.

### **Health Week and Observation of World Migration Day**

Last year, Health Week was celebrated at all MMC centres in the month of January, 2020, along with the observation of World Migration Day. The objective of the Health Week was to build rapport between various stakeholders and to spread awareness in the community about health and welfare schemes provided to migrant populations.

It was observed that many community members were not availing services that are available as they were unaware about them. We decided to address this issue by creating a common platform for community members to directly interact with local health officials. In a series of events held at all centres, local government Health Post (HP) and Anganwadi personnel addressed the community by sharing in-depth knowledge, policies and benefits pertaining to the following :

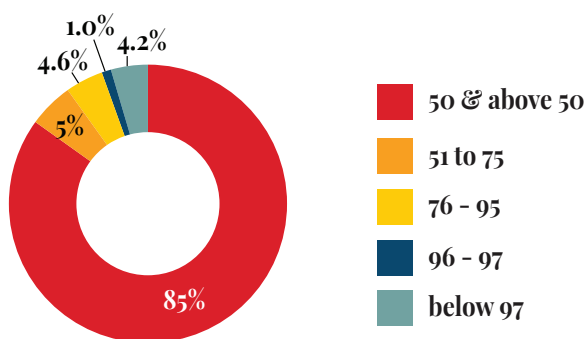
- Early identification and registration of pregnancy
- Importance of family planning and its different methods
- Importance of Immunisation and Immunisation Schedule
- Nutrition in pregnant women, early initiation of breast feeding, exclusive breast feeding, Infant and Young Children Feeding (IYCF) practices, and nutrition for children up to five years of age
- Importance of cleanliness and hygiene

Apart from this, information related to Building and Other Construction Welfare schemes and the benefits of opening a post office savings account was highlighted by representatives from the builders' office. 60 local functionaries from Health posts, ICDS, local Anganwadi's and from the builders' office as well as 750 community members the events were part of the health week, celebrated across all our DCC centres.



## Developmental Assessment of Children

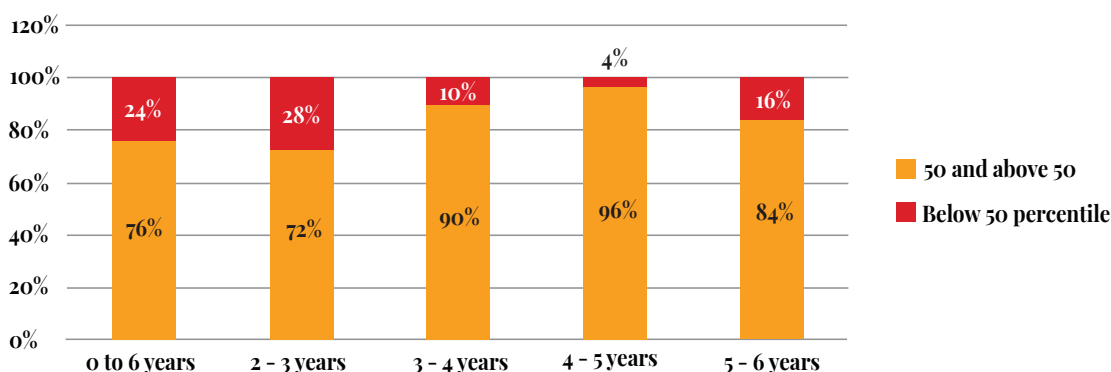
Using the Psychosocial Developmental Screening Test developed by the Indian Council of Medical Research (ICMR), we screened 715 children of ages 6 years and below last year. This screening determines whether or not a child is growing normally.



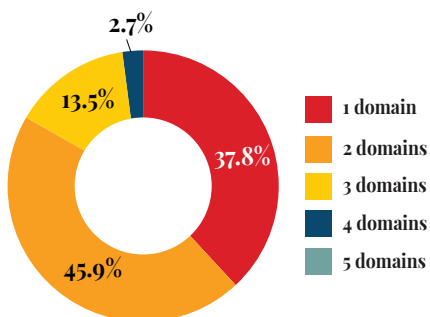
85 percent of our children had achieved age appropriate developmental milestones (50th percentile or above as shown in Figure 13). However, of the children assessed, 5.2 percent needed immediate help (95th percentile or below).

**Figure 13: Developmental Status of Children (n=715)**

Age disaggregated data indicated that the maximum number of children with developmental delays were in the age group of 2 – 3 years. (Figure 14).



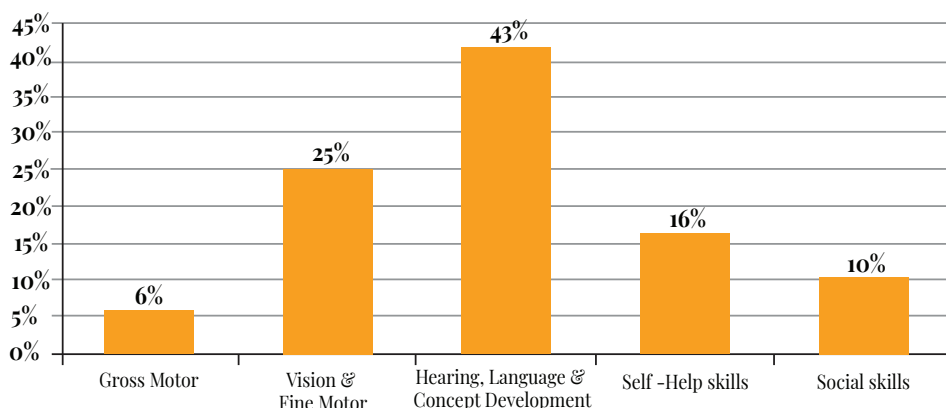
**Figure 14: Developmental status of children by chronological age (n=715)**



A closer look at the children with developmental delays indicated that 16.2 percent of them were not up to the mark in 3 or more domains (areas). Delays were most common in Hearing, Language and Concept Development.

**Figure 15: Distribution of children by number of delayed developmental domains (n=37)**





**Figure 16: Distribution of children by number of delayed developmental domains (n=37)**

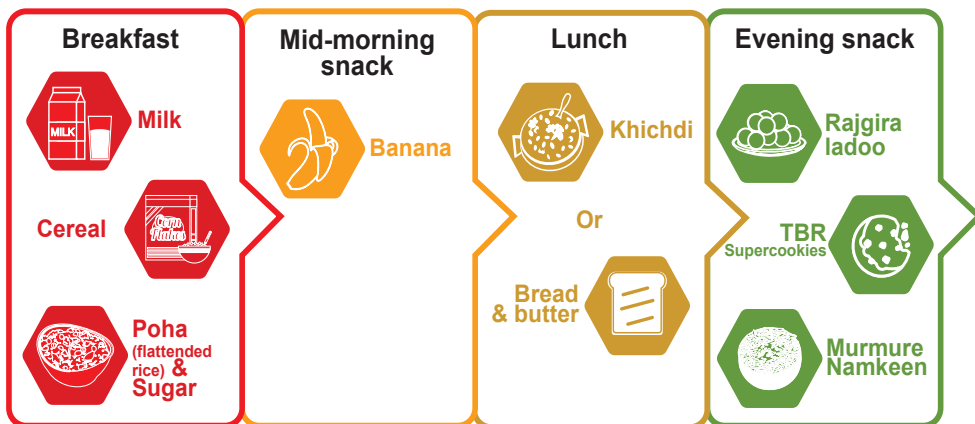
Out of the 37 children identified with developmental delays, 11 could not be reassessed as they had left the site, 18 were found to have achieved normal developmental milestones and 8 children needed further follow up. Teachers went to the homes of these remaining 8 children and suggested to parents simple activities (see below) that would help their children grow normally.

Activity	Skill that develops from this activity
Hold a toy and stand at a distance from the child and encourage her to walk towards you. Initially she will crawl then she will try to stand up and walk. If needed show her how to take support of a wall or other objects.	Gross motor skills
While making chapatis give a portion of the dough to the child and encourage her to imitate you. After a few days give her a toy rolling pin.	Fine motor skills, gross motor skills
Give a mug to the child while you are bathing her, so that she can hit the water with it or fill it with water and pour it over her.	Gross motor skills, Self-Help Skills

## Nutrition

Our nutrition programme aims to provide substantial, nourishing and tasty food for our children. Last year, we outsourced lunch for children at 17 of our daycare centres from a commercial kitchen that makes different kinds of Khichdi. In addition, we also introduced healthy dry snacks such as nutritious cookies and namkeen murmure (a savoury item) which were served in the evening. These were sourced from a non-profit organisation called Decimal Foundation. Malnourished children were given boiled eggs thrice a week as well as supplements recommended by our doctors. Parents were also encouraged to go to local government hospitals for additional help.





Children in the preschool section of 16 day care centres received lunch and snacks through our tie up with the government's Integrated Child Development Scheme (ICDS).

Children received micronutrients such as Calcium and multi-vitamins every day. They were also periodically dewormed.



### Nutritional Status of Children (Birth to 5 years) based on WHO standards

This past year, we strengthened our nutrition programme by combining monitoring of children suffering from malnutrition with enhanced parental involvement. By tracking the weight and height of every child every month, we identified those falling below the standards set by the World Health Organization. Such close monitoring enabled us to help every child. Our staff also went to children's homes to educate parents about the consequences of malnutrition.

We maintain height and measurements of children on a monthly basis to track their physical growth and development. Since children move from site to site with their parents

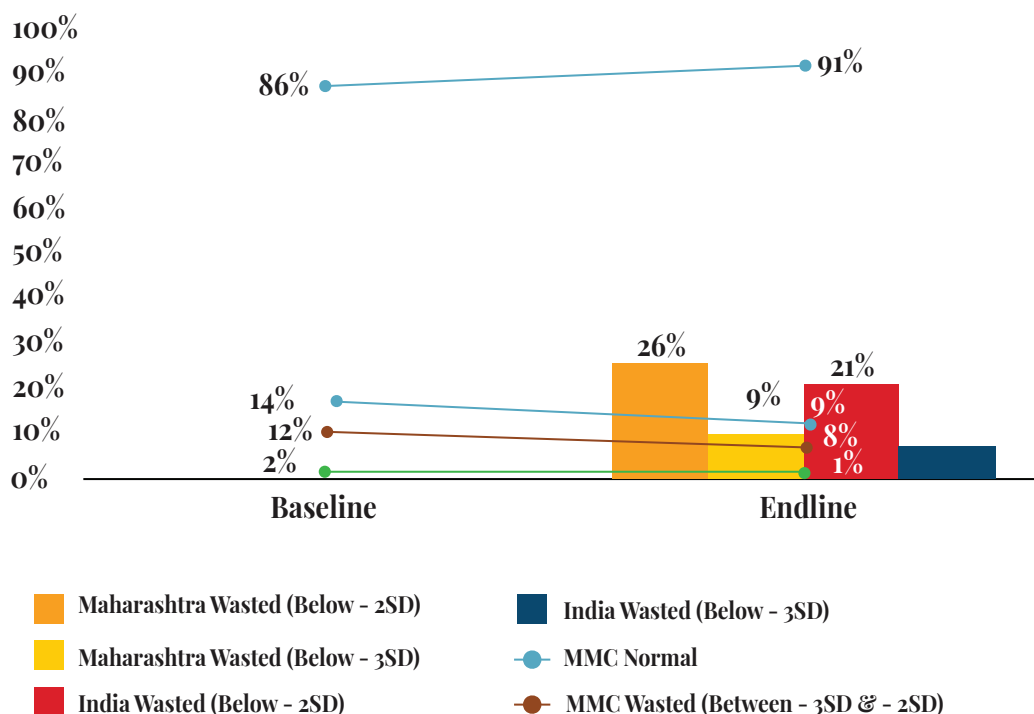
we treat their first measurement of the year as the baseline and the last measurement taken of the child, as the endline. We analysed the baseline and endline data on height and weight of 937 children attending our centres. We also used data from the National Family Health Survey-4 and compared the weight and heights of our children with those of children in Maharashtra and India.

Figure 17, 18 and 19 show improvements in the nutritional status of children on all three parameters of under-nutrition – very low weight (underweight), low weight for height (wasting) and low height for age (stunting).

Figure 17 depicts that 14 percent of our children were in the category of wasting when they joined our programme. This is low in comparison to Maharashtra (26%) and India (21%). By the end of our study only 9% were in the category of wasting.

Figure 18 shows that the percentage of severely underweight children in our care came down from 38 per cent to 36 per cent when they were last assessed. Our children were healthier than the average child in Maharashtra and across India.

Figure 19 shows that as far as stunting was concerned there was a reduction of 4% in the number of stunted children between the beginning of the year (35%) and the end (31%). However, 47 percent of our children were moderately and severely stunted--higher than the average figures for Maharashtra (34%) and India (38%).



**Figure 17: Reduction in Wasting at MMC compared to wasting rates in Maharashtra and India**

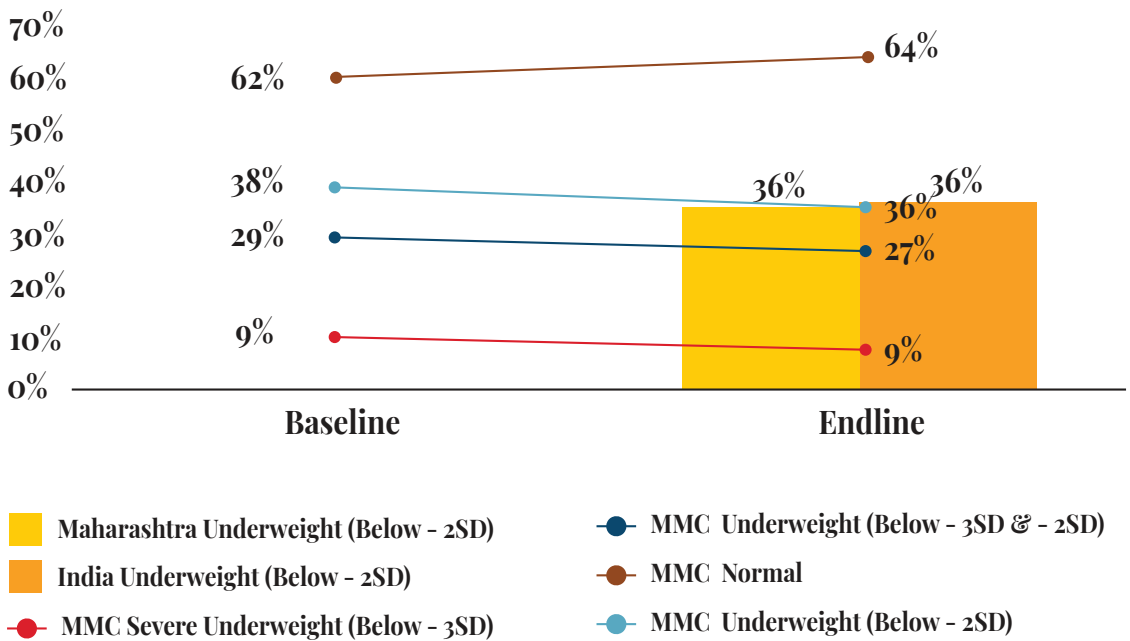


Figure 18: Reduction in underweight at MMC compared to underweight rates

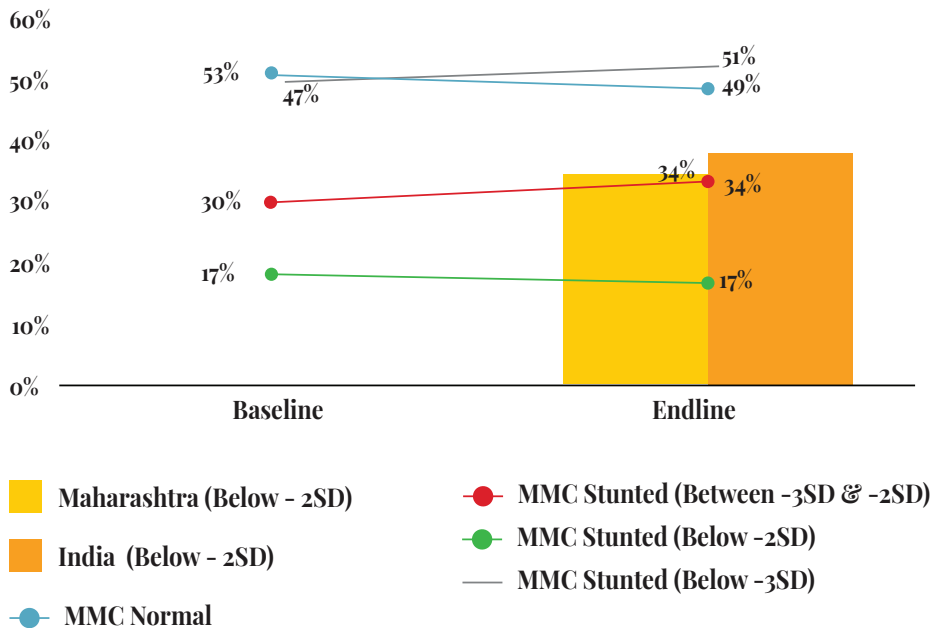


Figure 19: Reduction in stunting at MMC compared to stunting rates in Maharashtra and India

## Nutritional Status of Children (5-14years) based on Body Mass Index

We measured the weight and height of 989 children between the ages of 5 and 14 years. The figures below show health status of children above 5 years of age by calculating their Body Mass Index (BMI). We used the first measure as the baseline and the last measure as the endline. The BMI of 12% children above 5 improved (Figure 21). 66% of the children continued to remain healthy throughout their stay at MMC centres. The results also show that there was a 3 percent increase in the percentage of children with normal BMI at endline compared to baseline. In the same period, the percentage of severely thin children dropped from 7% percent to 5%.

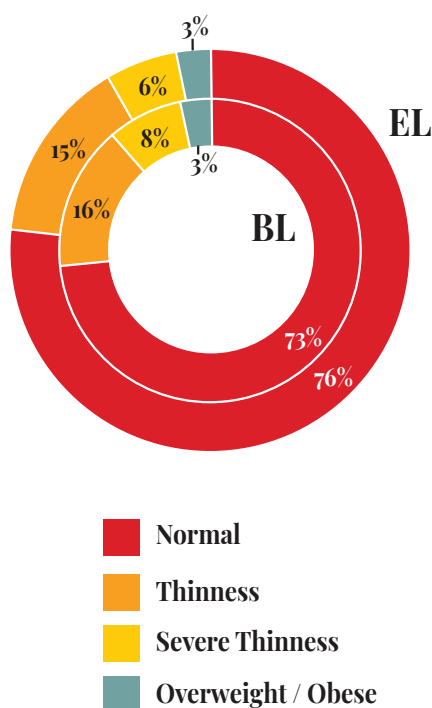


Figure 20: Improvements in BMI

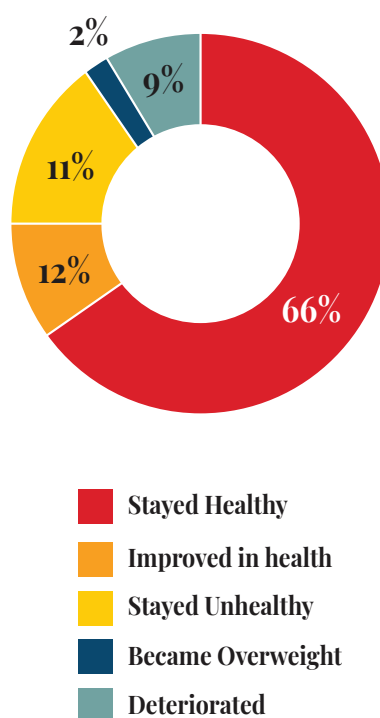


Figure 21: Improvement in Health Status of Children

## Swasth Bachpan: An incentive to reinforce healthy habits

Our Swasth Bachpan initiative motivates parents to ensure a proper and nutritious diet for their children and to teach them healthy and hygienic behaviours. Under this initiative, children showing significant improvement in their nutritional and health status, such as maintaining a healthy weight all year, and who also regularly attend the centre and immunisation camps are gifted toys. This year, the progress of 79 such children and efforts of their parents were celebrated.

## Breastfeeding Week Celebration

World Breastfeeding Week is celebrated around the world every year from 1st to 7th August. According to the WHO, breastfeeding is one of the best ways to keep children healthy. However, in India, only 55 percent of babies are exclusively breastfed during their first six months (BPNI, 2019).

So last August, to celebrate Breastfeeding Week, we organised 'Godhbharais' (baby showers) at our day care centres and Mobile Bus sites. Pregnant women came dressed in their traditional attire and a ceremony was held to make them feel special. Each of them was given five fruits-believed to ensure the wellbeing of mother and baby. All the women in the community were encouraged to participate. We also had a discussion on Infant and Young Child Feeding (IYCF) practices that countered myths and misconceptions around breastfeeding.



Local government health post staff were invited to address the community. 243 women actively participated in this event organised at different sites. Male participation was also seen at some places.



# Community Outreach

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. Empowering them can enhance the quality of their lives and that of their children. This past year, we made significant strides in the expansion of our community outreach initiatives, deepening workers’ awareness of numerous issues, thus enabling them to access a wide range of resources.

## Interface with the Community

### Chai Pani Meetings

Our field supervisors host Chai Pani meetings every month with parents of our children. Over a cup of chai, they thoroughly discuss topics with them. A significant percentage of mothers attend these meetings which provide a platform to share useful information on child care, parenting, vaccinations, malnutrition, nursing, breastfeeding, and the reproductive health of women. The use of audio and visual media in these meetings has proved to be very effective. In the past year, we conducted 398 meetings reaching an average of 632 community members every month.

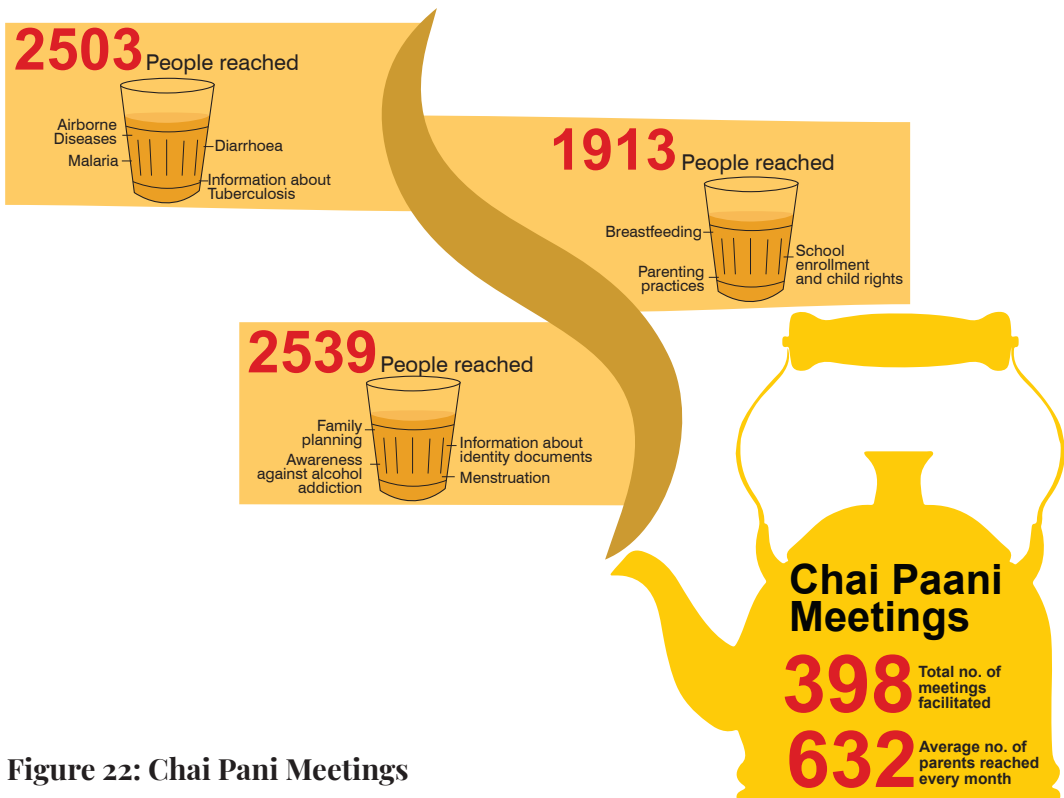
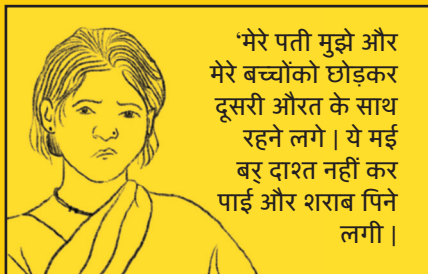
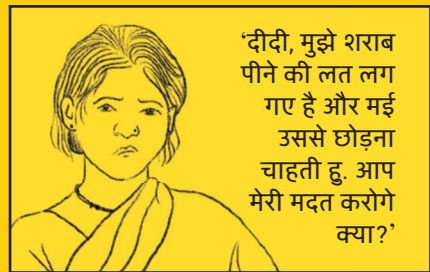


Figure 22: Chai Pani Meetings

## Alcohol Deaddiction

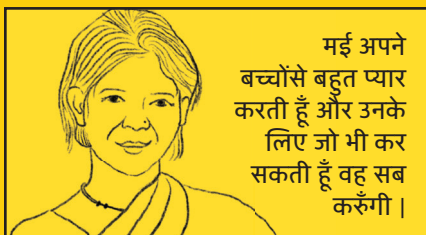
In November, the topic of discussion at the Chai Pani meeting was 'Alcoholism and its effects on children'. 20 women attended the meeting at the MMC centre in Patlipada, Thane. As the meeting was getting over, a woman came up to speak to the Programme Officer\* who was conducting the meeting. She confessed that she was an alcoholic and that the meeting had convinced her that she should stop drinking. She wanted help.



The Programme Officer (PO) asked her how she became an alcoholic. The woman's husband is a worker on the construction site, where they were living with their two children. The woman told the PO that she had found out that her husband was having an affair. She and her two children tried to persuade him to end it but he refused and left home to live with the other lady. His departure

disturbed her so much that she started drinking and became an alcoholic. Losing her husband's support for the family, she became a ragpicker in order to sustain the household. She started drinking in the morning every day before going to work.

The PO took her to the de-addiction centre at Vashi's MGM hospital. There, the doctor counselled her, checked her blood and gave her a month's medicine. The doctor told her that she had to stop drinking and take her medicine regularly. He called her for a follow up after 15 days. The woman now takes medicine without fail and has started working as a domestic help.



She works well and is contented. She tells our PO that she sometimes feels like having a drink but she manages to control the urge. She says that she loves her children and wants to do everything she can for them. The PO is in touch with her and gives her a lot of support.

*\*A staff member of MMC in charge of 2-3 centres*



## Lokdoots

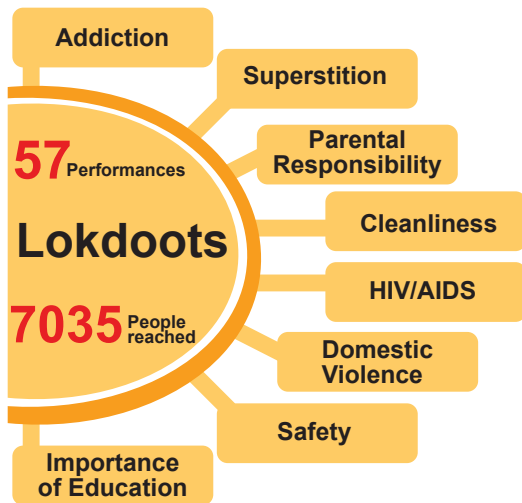


Figure 23: Lokdoots conducted

Through interesting Lokdoots (street plays), the attention of community members is captured in a way that cannot be through presenting written materials. This initiative transcends language barriers through entertaining plays focusing on spreading knowledge and raising awareness among community members.

57 Lokdoots were conducted by MMC staff and another NGO called Rajdhani reaching over 7,000 people. Messages on parental responsibility, superstition, HIV/AIDS, domestic violence and many other topics were disseminated.

## Observing International Day of Elimination of Violence Against Women

The International Day for the Elimination of Violence against Women is observed globally on 25th November every year. To commemorate this day, MMC organised an awareness generation programme with the construction site community on 'Domestic Violence'. A participatory approach was followed in sessions across 23 construction sites reaching 523 women. The format of the sessions included audio-visual presentations, focused group discussions and questions and answers. During group discussions, information on different types of violence, places where violence can be seen, on the Domestic Violence Act, 2005, and on how to register a complaint under this Act was shared. The women were informed about the NGO Dilaasa whose staff helps women in hospitals injured by violence. Since many of the women were uncomfortable about sharing their stories, MMC's team members spoke to the women individually about the issues they face at home. Through these discussions, it was seen that very often men become violent because they don't want their wives to go out of the house or do things independently.

## Observing World Migration Day

Migrant workers do not take advantage of existing government services that they are entitled to. There are numerous reasons for this, the primary ones being either that the workers don't know about these schemes or how to access them. On the occasion of World Migrant Day MMC arranged for government officials and migrant construction workers to meet. Interactive sessions were held with personnel from departments such as health and ICDS; and human resources and safety office of the construction sites. At some sessions supervisors or contractors from construction sites also took part. Information on the various schemes, immunisation schedules, and nutrition requirements, starting

from pregnancy to children up to the age of five were shared. Family planning and birth spacing were also discussed. Representatives of builder described schemes such as Post Office Savings Accounts, Sukanya Samriddhi Yojana for girls and benefits of registration with the BOCW Welfare Board.

## Advocating for Rights & Resources for the Construction Workers' Community

### Registrations under BOCWA

Construction worker who work for 90 days can register with the Maharashtra Building and Other Construction Worker's Welfare Board. This entitles workers and their families to benefits such as mid-day meals, health checkups, safety and essential kits such as helmets, harnesses, and torches, training in carpentry, electrical work and other skills needed on construction sites, life and accident insurance, and Rs5000 for purchasing tools and equipment.

- 1625 more workers in seven construction sites were registered with the Board this year with help from MMC.
- All these workers registered received safety kits and essential kits from the Welfare Board.
- 1436 workers started receiving mid-day meals under the Atal Aahar Yojana.
- Medical camps were conducted at four sites reaching 1436 workers.
- Cash assistance of Rs. 5000 to the registered workers for purchase of tools
- Education kits were distributed to children
- 865 workers were registered by builders at four construction sites where MMC has daycare centres
- Skill training was conducted by different agencies for workers across five construction sites under the welfare schemes.
- All the workers have received safety and essential kits; skill training and meals have started at few of these sites.



**Figure 24 : Benefits Recieved by Workers Registered under BOCW Welfare Board This year**

Skill Training in painting for 16 people



### Skill Training

MMC tied up with Pratham Education Foundation and Asian Paints to conduct a skilling programme on painting for construction workers. 16 completed their training and received certification.

## Health Camps for the Community

Migrant workers' communities have limited access to routine health checkups, and often common illnesses remain undiagnosed. 25 general health checkup camps were facilitated or organised by MMC at different construction sites reaching 2248 community members, including 283 children.

## Migration Resource Centres

Migration Resource Centres (MRCs) have been set up by MMC on construction sites to disseminate information and awareness on rights and entitlements of migrant workers. These centres also have a recreational space with newspapers, carom boards, etc. This year, we opened four MRCs.

## Financial Inclusion

MMC arranged for local post office staff to conduct sessions with workers on the importance of opening Post Office Savings Accounts. These accounts are centralized, and can be accessed by workers from any Post Office across the country, and everyone with an account gets a debit card. Workers were told about the importance of saving and about the different government schemes available at post offices. As a result, 668 workers in different sites opened Post Office Savings Accounts with 40 workers also opening Sukanya Samridhi Yojana (a scheme that benefits girls) accounts in the names of their daughters. MMC also helped 69 workers to get PAN cards.

## Sahabhajan

A unique initiative called *Sahabhajan* (sharing food) was organised at all the MRCs. 64 women from construction site communities shared their lunch with MMC teachers and staff. The women's enthusiasm for this initiative was apparent from the large number of delicacies on offer.

## Sessions on Health

Three sessions on health were organised by MMC through MRCs—two on diseases common during the monsoons and how to combat them, and one on good food habits, mental wellbeing, and what healthcare facilities have been set up by the government. The first two sessions were conducted by staff from the local health post, and the third by a medical social worker of KEM Hospital. 170 workers took part.

## Awareness on Addiction

Sessions on the ill effects of alcohol addiction were conducted by Kripa Foundation across four sites, reaching 526 workers.





## **Personal Safety and Safety of Children**

MMC arranged for the non-profit agency Arpan to conduct sessions on personal safety, children's safety, and child sexual abuse. 344 workers in four sites took part.

## **Engaging Youth**

### **Youth Camps / Workshops for adolescents**

MMC continues to engage with children between 14 and 18 who have graduated from its programme. Since they are at the threshold of a new phase in their lives where they have to make choices about their future education and careers, MMC held workshops for them on education and values. 131 adolescents from 12 construction sites participated.

### **Alumni Meet**

28 alumni of MMC, including seven girls, took part in a meeting at the Yusuf Meherally Centre in Panvel. This was the first time that such a meeting had been held outside Mumbai. The alumni reminisced about their days in MMC centres and about how it had made a great difference to their lives. Many were eager to volunteer for MMC in areas such as career counselling, community outreach with male workers, and health awareness.

### **Sports**

- 120 youths from 12 construction sites played in a cricket tournament organised by one of our builder partners – B. G. Shirke Construction Technology Pvt. Ltd.
- 47 youths from construction sites participated in cricket matches organised by Maharashtra Chamber of Housing Industries and Confederation of Real Estate Developers' Association of India (CREDAI).
- 9 youths from construction sites took part in the six-kilometre Dream Run of the Tata Mumbai Marathon held on 19th January 2020

# 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 properly trained child care givers. It conducts a rigorous one-year training programme as well as shorter courses and workshops.

## Bal Palika Training

MMC's year-long Bal Palika Training Programme is run in collaboration with Mumbai's Shreemati Nathibai Damodar Thackersey Women's (SNDT) University. It began in 1982 with an aim of using our hands-on experience in operating daycare centres to teach men and women to become capable child care professionals. In 2003, we started this programme for women living on our construction sites so that they could have another way to earn a living.

The programme curriculum is a well-balanced combination of theory and practice. The concepts of Early Child Care and Education are taught in five segments – Growth & Development, Curriculum & Methodology, Health & Nutrition, Child Welfare Services, and Preschool Administration & Management. Apart from theoretical and practical sessions, the programme includes training in fire safety, first aid, disaster management, and child protection.

### Organisations where BPT trainees were placed:

- St. Jude's India Child Care Centre
- Door Step School
- Child Toy Foundation
- Marathon Builders
- Shital Kids Preschool
- Koala Preschool
- Mumbai Mobile Creches
- Young Women's Christian Association (YWCA)

## Batch of 2018-19

This year we had a batch of 22 trainees, five of whom were from construction sites. Twenty of the 22 received their diploma certification in Nursery / Creche Management from the SNDT, and the other two from MMC. Sixteen of the trainees got jobs preschools and other institutions.

## Batch of 2019-20

24 enthusiastic young women and men are enrolled in this year's programme, including seven from construction sites. This year, in addition to the regular sessions and workshops, the trainees visited the Nandadeep Foundation that cares for street children, the National Society for Clean Cities, the SOS Village in Alibag, the Punarvas Special School and the Alchemy Design Studio.





**Figure 25: Components of Bal Palika Training Programme in 2019-20**

### Assessment (Baseline vs. Endline)

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.

	Baseline Test	Endline Test	Maximum Possible Score
Early Childhood Care and Education	6.3	15.6	28
Preschool Administration and Management	13	27.2	47

### Teaching Aids Exhibition

With ‘Home’ as its theme, this year’s Teaching Aids Exhibition held in February, attracted over 300 guests. The trainees received guidance from ECCE experts as well as from the Alchemy Design studio. This exposure helped them put up first-rate teaching aids.



### Early Childhood Care and Education (ECCE) trainings and workshops

#### ECCE Training with Balwadi Teachers

This year we started an innovative training programme with the teachers of government-run Balwadis in the Mira-Bhayandar Municipal Corporation. Thirty teachers, most of whom had worked for more than ten years, took part. Their training covered holistic child

development; learning through art, craft and puppetry; children's behavioural issues; child rights and child protection; and life skills. The teachers confessed that they did not have any teaching aids or toys. So they were taught how to make their own teaching aids and toys from easily available, low-cost recycled materials.

## ECCE Workshops

This year, we explored new areas and concepts in four workshops.

**25th January 2020**

### **Attraction towards Story Books**

The workshop covered the importance of access to story books among children and various methods to kindle children's love for reading. Storytelling and read aloud activities were conducted with the 15 participants.

**1st February**

### **Multiple Intelligence**

The concept of Multiple Intelligence helps in understanding how children differ from one another and their individual preferences should be valued. The eight different types of intelligence were shared with the 16 participants through activities. The sessions focused on why teaching strategies should involve careful observation and approaching children according to their strengths and limitations.

**15th February**

### **Free Play**

Through the session, the 12 participants got to experience the concepts of 'Free Play' through the different corners set up in the room. Each corner was connected to the different developmental domains of children during their early years.

**8th February**

### **Muppet**

The session began with an understanding on how puppets and storytelling can help a child's language and social development. The team highlighted the crucial element about the power of Muppets, which is bringing a life to a non-living character. In the course of the workshop, the 13 participants made their own Muppets.

## Puppet Workshops

MMC's expertise in the art of puppetry has been widely acknowledged and valued by Mumbai's educational institutions and NGOs. Puppetry brings objects to life and is an excellent way of learning communication skills. This year, 175 participants learned puppetry at six institutions, including schools and colleges.





# Our Partners

## Government

MMC works with different government departments to help construction workers and their children get benefits they are entitled to. The benefits for children include immunisation, school enrolment, nutritious food and rations, benefits for construction workers. Last year MMC worked with 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.

Child Development Project Officers (CDPO) from the ICDS who attended MMC's strategic planning workshop were invited to give their views on our work and suggest ways in which we could strengthen our ties with the ICDS. The ICDS provides nutritious cooked lunches and dry snacks for children between 3 and 6.

This year, we collaborated with the Education Department of the Mira Bhayandar Municipal Corporation to conduct an Early Childhood Care and Education (ECCE) training programme for its Balwadi teachers. We also addressed a group of 30 students at the Central Labour Institute, Mumbai, to impress upon them how essential day-care centres at construction sites are and how they benefit workers.

## Hospitals

- Aured Charitable Trust
- BSES/ Brahmkumari Hospital, Andheri
- Civil Hospital Thane
- Ekta Charitable Trust
- King Edward Memorial (KEM) Hospital
- Laxmi Charitable Trust
- Sri Sai Trust, Satya Sai Mobile Care, Vashi
- Topiwala National Medical College & B.Y.L. Nair Charitable Hospital, Mumbai

## Non-profit Organisations

- Apni Shala
- Chanakya Chess Institute
- Children's Aid Society
- L&T Health Centre
- Maharashtra Chamber of Housing Industries (MCHI), Mumbai, Thane and Kalyan

## Chapters

- Pratham Education Foundation
- Rustomjee Academy for Global Careers
- Shree Laxmi Balaji Trust
- Song bound
- Youth for Unity and Voluntary Action (YUVA)

## **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:

- Seth Avalon Developers
- Runwal Group
- Nirmal Lifestyle Pvt. Ltd.
- Shree Aryadurga Developers Pvt. Ltd.
- Maverick Realtors
- NM Joshi Housing Society Complex
- Matoshree Infrastructure Pvt. Ltd.

We sincerely thank the following builders who are managing the operations of child care centres on their sites:

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

We are grateful to Mr Mahendra Gharat, an owner of brick kilns, for enabling us to operate day care centres on such sites in Navi Mumbai.



# 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 four modules. Seven teachers, five field supervisors and our health coordinator were trained.

- **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.

#### Reflections from the Field

“We knew about child development even before attending the Ummeed training. But in this training, we learned about the measuring scale for child development in the ages birth to 3 years. We knew how to work with the children, but I learned how to engage parents by giving effective suggestions growth monitoring of their children.”

– Manisha Patil, Field Supervisor and Programme Officer, MMC

All the participants successfully graduated from the training programme in February 2020. The experience of implementing the GMCD tool showed MMC teachers how to get parents more involved in their children's development. In one practical session that dealt with how parents could make simple toys at home, one man stood out: the father of a two-year-old, who knew his child loved to play with cars, made a beautiful toy car (Picture on the right) using just newspapers and cardboard. Not only was his child surprised, so were the teachers.



## **Strategic Planning Exercise**

In 2018-19, we adopted our strategic plan for 2019-22 following a methodology called LSIP (Large Scale Interactive Process). To follow the progress made, we created outcome measurement dashboards for each of the seven goals that had been developed as part of the strategy plan. We then got teachers, programme officers, programme coordinators and the administrative team to periodically track these dashboards.

## **Networking and Linkages**

### **Builders and Builder Networks**

This year we strengthened our relationship with our builder partners by helping workers register with the BOCW Welfare Board, thus ensuring their access to entitlements. Moreover, at the annual Maharashtra Chamber of Housing Industries (MCHI) - Confederation of Real Estate Developers' Associations of India (CREDAI) Property Exhibition at the Bandra-Kurla Complex, we made a presentation to a small group of builders about our site day-care model and how it benefitted workers and their children.

### **Addressing Issues of Migrant Children**

MMC was invited to the event, "Leaving no Child Behind-A Consultation on the Inclusion of Migrant Children in Maharashtra" on 19th September 2019. The event was jointly organised by Aide et Action, Indian Institute of Population Sciences, India Migration Now and UNICEF Maharashtra. We shared our best practices of day-care programmes for migrant workers' children at this forum.

## **Conference Presentations**

### **EvalFest 2020**

A paper by MMC entitled 'Learning to Read with Peers' paper was accepted for presentation at the EvalFest 2020, an international conference held at the India Habitat Centre, New Delhi, in February 2020. In the 'Innovation Bazaar' segment of the conference, we presented the outcomes of a study evaluating reading proficiency of 234 children who were helped by other children. Our paper and our comprehensive programme model generated a lot of interest.

### **Migration Museum**

'Food Memories of Migrant Women', a unique initiative of MMC, is an eBook of traditional recipes of migrant women living on our construction sites. It was released at a function of the Godrej India Cultural Lab's Migration Museum. The audience was treated to delicacies like Ambadi Bhaji (stew of sorrel leaves eaten with Jowar Bhakri, a flatbread made of sorghum) and Patishapta (coconut filling in a flatbread made of rice).



## A Panel Presentation at Ahmedabad University

MMC was invited to present its experience of working with migrant children at a panel on social entrepreneurship/policy, organized by Ahmedabad University, on November 13, 2019. The event was attended by students and faculty.

## A Panel Presentation on 'Community Engagement'

On 15th November, 2019, MMC's experience of building community engagement was discussed at a conference on urban health models organized by Society for Nutrition, Education and Health Action (SNEHA). We discussed topics such as engaging with parents, government service providers and the builder community through programme activities and one on one interactions. MMC's experience of building parental awareness and its involvement in improving children's education and health was highlighted.

## Building Capacities of Staff

### Training Programmes for All Staff Members

<b>Child Protection &amp; Safety</b>	110 staff trained in Child Protection and Protection of Children from Sexual Offences (POCSO) Act, 2012
<b>Prevention of Sexual Harassment at workplace</b>	110 staff trained in Prevention of Sexual Harassment at workplace
<b>Certification in Disaster Management &amp; Fire Safety</b>	110 staff members received training and certification in Disaster management & Fire Safety

A workshop on Prevention of Sexual Harassment at the Workplace Workshop was also organised for Internal Committee Members and Directors of MMC.

## Training and Workshops attended by Teachers

### Sexual & Reproductive Health

10 intensive training sessions were undertaken in collaboration with the Mumbai based non-profit, SNEHA, for 20 of our teachers and staff members. These sessions focused broadly on the topic 'Reproductive & Sexual Health'. Our teachers learnt about gender stereotypes, the difference between gender and sex, how the body changes with age, and its reproductive systems. Following this, four sessions were conducted on sexual abuse, gender based violence, emotional concepts, and anger management. These sessions helped our teachers understand how to handle such problems.

#### Sessions:

- Introduction to Gender and Sex
- Changes in Physical Body and Shaping Gender Identity
- Female Reproductive System
- Male Reproductive System
- Inflicting Violence Based on Gender and Sex
- Sexual Abuse
- Child Sexual Abuse
- The Concept of Emotion
- Anger Management and Seeking Help

### Other Trainings

36 staff trained in Domestic Violence and Skills to Respond by Dilaasa

24 staff trained in 'Health & Nutrition' by Wadia Hospital, Mumbai

17 staff trained in Teach A Class Module by Teach A Class

21 staff trained in MMC's Information Technology Policy

17 staff trained in MMC's Code of Ethics and Values

20 staff trained in Nutrition for Pregnant Women and Children

2 teachers attended workshops on advanced maths and basic English and science concepts at the American School of Bombay

18 teachers attended a workshop on Storytelling conducted by Sphere Art

14 teachers attended a workshop on Worksheet Development conducted by Resonances

25 teachers attended a Self Defence training course conducted by She Self Foundation

**36 staff trained in Domestic Violence and Skills to Respond by Dilaasa**


## Training and Workshops attended by Administrative Staff Members

**Team Building Workshop** – 21 staff members attended a team building workshop conducted by Yellow Spark

**Round Table** – 2 staff members attended a Round Table meeting on Strengthening Pro Bono Interventions organised by iProbono

**Round Table** – 2 staff members attended a Round Table meeting with a working group of SEBI on Social Stock Exchanges which allow investors to invest in social enterprises





**Decoding SROI** – 1 staff member attended a seminar on Decoding Social Returns on Investment (SROI) organised by the IMC Chamber of Commerce and SP Jain Institute of Management Research

**Labour Migration in India: Advanced Perspectives for Practice** – 1 staff member attended a training programme on this subject organised by the School of Development, Azim Premji University, the Centre for Migration and Labour Solutions (CMLS) and the Aajeevika Bureau

### **Teachers' Exposure Visits**

22 teachers visited the Dr. Bhau Daji Lad Museum and the Veer Mata Jijabai Bhosale Udyan and Zoo to prepare for the 10th celebration of Book Week

19 teachers visited the Bombay Natural History Society, to prepare for this year's Puppet Week theme 'Our Earth'

25 teachers visited the Govardhan Eco Village, Palghar

Builder managed Child Care Centre teachers visited ICDS Centres in Pune to learn about the operations of these government facilities



# Travel

## National Travel

Name & Designation	Destination	Purpose	Expenditure
Anuradha Rajan, Chief Executive (CE)	Ahmedabad	Panel on social entrepreneurship/ policy	Borne by Ahmedabad University
Pradeep Shinde, Programme Coordinator (PC)	Delhi	Alliance Building Meeting	₹ 10,219 incurred by MMC
Aarti Paranjape, Grants & Communications Officer Isha Sonawane, Health Coordinator	Delhi	PNB Conference Refresher Training	₹ 11,432 incurred by MMC
Pradeep Shinde, PC Swati Baid, Education Officer & CCC Teachers	Pune	CCC Teacher Exposure Visit	₹ 8,788 supported by Schindler India Pvt Ltd
Anju Paniculam, Head Programmes	Bangalore	Azim Premji Foundation Workshop CCC Exposure Visit	₹ 7,637 supported by Altico Capital India Ltd ₹ 3,520 incurred by MMC
Ambika Darooka, Training Officer Manjula Shelar, Asst. Trainer Shahin Khan, Asst. Trainer BPT Trainees	Alibaug	SOS Visit	₹ 11,895 supported by Schindler India Pvt Ltd
Supriya Jadhav, Teacher Surekha Soni, Teacher Samina Pirjade, Teacher	Pune	Story Telling Workshop at TISS	₹ 1,808 incurred by Schindler India Pvt Ltd
Hemangi Pitkar-Gudhate, Donor Relations Officer Anuradha Rajan, CE	Delhi	Meeting with Embassy of Kingdom of Netherlands	₹ 13,920 incurred by MMC



Name & Designation	Destination	Purpose	Expenditure
Debdatta Purkayastha, Research & Documentation Coordinator Sandra Tirkey, Programme Associate	Delhi	EvalFest 2020 Conference	₹ 20,793 supported by Altico Capital India Ltd.
Swati Baid, Education Officer Teachers	Satara	Exposure Visit	₹ 25,780 incurred by Tata Capital Housing Finance Ltd

### International Travel

No international travel was undertaken during the financial year 2019-20 by any staff.

# Governance

## Our Board

Name	Age	Position	Occupation	Board Meetings Attended
Mr. Ashok Mahadevan	71	President	Social Service	3
Mrs. Nalini Chhugani	82	Secretary	Social Service	5
Mrs. Eva Runganadhan	72	Treasurer	Social Service	2
Mrs. Mrinalini Kochar	87	Director	Social Service	1
Mr. Raghavan Shastri	67	Director	Corporate Legal Advisor	4
Mrs. Vaishali Deodhar	63	Director	Social Service	3
Mrs. Saroj Satija	83	Director	Social Service	5
Ms. Devika Mahadevan	42	Director	Social Service	5
Ms. Vrishali Pispati	49	Director	Consultant	5
Ms Padmini Khare Kaicker	54	Director	Chartered Accountant	2

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 2019-20.

## Details of Board Meetings

Sr. No.	Date	Attendance
1.	June 8, 2019	8/9
2.	August 17, 2019	6/9
3.	September 21, 2019	7/9
4.	November 30, 2019	7/10
5.	February 29, 2020	7/10

## 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 2019-20.



# Financials

## Detailed Income and Expenditure Account

Year Ended 31st March, 2020

Particulars	Note No	31.03.2020	31.03.2019
<b>Income</b>			
Grant and Donations	10	6,00,82,491	5,48,93,876
Other Income	11	74,49,890	57,06,434
<b>Total Income</b>		<b>6,75,32,381</b>	<b>6,06,00,310</b>
<b>Expenses</b>			
Employee Benefits Expense	12	3,29,53,241	3,06,84,098
Depreciation and Amortisation Expense	13	13,47,611	13,44,681
Other Expenses	14	2,20,49,872	1,96,59,148
<b>Total Expenses</b>		<b>5,63,50,724</b>	<b>5,16,87,927</b>
Excess of Income over Expenditure before exceptional item, prior period expenses and Tax Expenses			
<b>Exceptional Item</b>		1,11,81,657	89,12,383
Fixed Assets Written off		10,803	10,125
<b>Excess of Income over Expenditure</b>		<b>1,11,70,854</b>	<b>89,02,258</b>

## Abridged Balance Sheet as of 31st March, 2020

Particulars	Note No	As at 31st March, 2020	As at 31st March, 2019
<b>FUNDS AND LIABILITIES</b>			
Corpus and Other Funds	1	7,47,90,759	6,84,47,937
Reserves and Surplus	2	5,09,16,984	4,15,66,633
<b>Non current Liabilities</b>			
Long-Term Provisions	3	44,63,753	43,18,436
<b>Current Liabilities</b>			
Other Current Liabilities	4	88,08,508	1,84,34,849
Short-Term Provisions	5	35,13,647	10,47,621
<b>Total</b>		<b>14,24,93,651</b>	<b>13,38,15,476</b>
<b>ASSETS</b>			
<b>Non-Current Assets</b>			
Property, Plant and Equipment	6		
Tangible Assets		1,02,73,473	1,13,27,376
Intangible Assets		2,10,302	2,85,042
<b>Long Term Loans and Advances</b>	7	12,85,371	11,86,571
<b>Current Assets</b>			
Cash and Cash Equivalents	8	12,82,52,598	11,92,52,044
Other Current Assets	9	24,71,907	17,64,443
<b>Total</b>		<b>14,24,93,651</b>	<b>13,38,15,476</b>



## Receipts and Payments for the F.Y. 2019-20

Receipts	Amount ₹	Payments	Amount ₹
<b>Opening Balance</b>		Fixed Assets Acquired by MMC	2,74,790
Bank Accounts	1,09,22,087	Investments	4,23,32,285
Cash-in-hand	14,957	Special Purpose Fund	6,26,628
Corpus Fund	46,87,069	Current Liabilities	3,10,18,327
Investments	4,13,10,000	Admin Expenses	11,15,755
Special Purpose Fund	7,66,500	<b>APPROVED PROJECTS/ GRANTS</b>	1,50,22,145
Current Liabilities	3,73,407	Field Programme Expenses	20,55,875
Sales Accounts	27,625	Foreign Donation Utilised	2,73,919
Indirect Incomes	86,200	Foreign Int Utilised	4,262
Indirect Expenses	200	Fund Raising Income	35,286
<b>APPROVED PROJECTS/GRANTS</b>		Other Current Assets	10,94,805
Grants (Foreign)	29,42,980	Special Projects	586
Grants (Indian)	3,02,52,165	<b>Closing Balance</b>	
Donation Received	1,37,64,809	Bank Accounts	1,88,44,990
Fund Raising Income	1,78,681	Cash-in-hand	70,323
Interest on Investment	55,50,276		
Other Current Assets	18,65,330		
Other Income	27,690		
<b>Total</b>	<b>11,27,69,976</b>	<b>Total</b>	<b>11,27,69,976</b>



## 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.**

Yusuf Building, 43, M. G. Road, Fort,  
Mumbai – 400 001.  
Registration Number : 107556W

### 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

## 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

### 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**

90, M.G. Road, Mumbai – 400 001

#### **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



## Salaries & Benefits

### Annual Salaries and Benefits

Name	Designation	₹
Anuradha Rajan	Chief Executive	19,99,926
Three Highest Paid Full Time Staff		
Anju Paniculam	Head Programmes	11,27,222
Frahinsa Rodrigues	Sr Manager HR & Admin	8,34,303
Pradeep Shinde	Programme Coordinator	7,91,000
Lowest Paid Full Time Staff		
Archana Singh	Teacher	1,71,354
Highest Paid Part Time Staff		
Vrushali Naik	Programme Coordinator	4,39,740
Lowest Paid Part Time Staff		
Shobha Tirmal	Creche Teacher	1,03,792

### Monthly Salaries and Benefits

₹	Men	Women	Total
Less than 5,000	0	0	0
5,000-10,000	0	4*	4
10,000-25,000	7	82	89
Above 25,000	1	16	17

\* The four employees in the salary range from Rs 5000-10000 were part-time employees of Mumbai Mobile Creches

# Volunteers

## Friends of MMC

Our warmest thanks to the individuals, companies, and organisations who volunteered to help us last year. They have enriched our work. Some have assisted teachers in the classroom or helped children with their schoolwork; others have organised enjoyable events for our children. We also had volunteers who helped us improve presentations of our work.

Thank you all!

“If I could think of one word to describe my time at MMC, it would be “fulfilling”. From my very first day as a remote intern to my last at the Mumbai office, I felt welcomed and at home. As well as learning new hard skills in writing and graphic design, I adapted to a new culture in Mumbai. My favourite moment with the MMC team was visiting one of the centres. I saw first-hand what the work I was doing was all about: giving children a happy and safe childhood. In the classrooms, tucked away in a bustling construction site, there was only joy and happiness on the faces of the children. Knowing that my work was for an amazing cause made every day at the office a joy. I’ve since aimed to find opportunities that also are of service to others and society. I cannot thank MMC enough for giving me this opportunity to be a small part of their team. I left Mumbai a more worldly, resilient, and humble human being. Thank you especially to the MMC team for their help, encouragement, and friendship throughout and after the program. The work you all are doing is not only changing the lives of youth in Mumbai but that of students who want to make the world a better place. Thank you MMC!”

**- Joshua Elias, Intern at MMC in summer 2019 from Columbia University, USA**





# Supporters

## Thank you, Supporters!

We are grateful to the many generous individuals and institutions who have supported our mission of promoting child friendly construction sites. Thanks to them we have been able to help children on such sites to have 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. Your guidance was invaluable.
- We thank Mrs Nita Ahluwalia for being a strong supporter of our cause.
- Ms Pragna Maniar and Ms. Rekha Menon have worked hard on education programme. We thank them for enriching it.
- We thank Ms. Sangeeta Bhansali for always being there to support us.
- Our special thanks to Ms. Arti Vakil and Wishing Well for their consistent support.
- We thank Verein Mobile Krippen, Freiburg, Germany for supporting us for decades.
- We truly appreciate the consistent efforts put in by Carla & Gunther Pankoke, Germany for raising funds through Christmas Raffle organised in schools of Walsrode.
- Our special thanks to our longstanding supporter Mrs Seenu and Mr Ashok Samuel for championing our cause and contributing towards institution building.
- Our sincere thanks to Mrs Savita Dhingra, Mr Vineet Dhingra and Ms Hetal Ruparelia for their longstanding support in providing fresh lime water to our children.
- We thank all those who read books to our children during the 10th book week celebration. And special thanks to Komal Udhani for promoting our cause on various media platform.
- Our sincerest thanks to Drs Madhav and Megha Joglekar, Dr Mitesh Patil, Dr Prashant Patil, Dr Raghunath Dangi, Dr Vilas Mulye, Dr Vasudha Agashe and Dr Vishwanath Rajput for supporting our health care programme and visiting our centres regularly.
- We appreciate the support of Dr. Neerja Takkar for conducting free regular health check-ups for our children on construction sites.
- We are grateful to The AURED Charitable Trust for conducting free ear check-up camps for our children. We would also like to thank Nair Hospital and the D.Y. Patil, School of Dentistry for conducting dental camps.
- We thank Sri Sathya Sai Seva Trust, the Health Centre of Larsen & Toubro Ltd., and the Global Hospital and Research Centre of the Brahma Kumaris for organising health camps for construction workers.
- The non-profit organisations, Arpan, Committed Communities Development Trust (CCDT), the Krupa Foundation and the Nirmal Jyot Charitable Trust partnered with us to conduct sessions with construction workers and their children on various issues. We sincerely thank them.

- Our sincere thanks to Sukhavati Foundation and Vidhayak Sansad for sharing their experience in working on brick kiln sites.
- Our heartfelt thanks to KPMG India for organising fun activities and outings for our children as part of their employee engagement scheme.
- We thank Global Alliance for Sustainable Development for organising ‘Mumbai Darshan’, a wonderful outing for our children.
- We are grateful to the staff members of Google, Mumbai for arranging gifts for the 420 children who attended our Annual Children’s Camp this past year.
- A special thanks to United World College of South East Asia, Singapore, for their longstanding support to our education programme.
- We applaud the staff members of Hershey India Pvt. Ltd, Owens Corning India Pvt. Ltd, Schindler India Pvt. Ltd, Tata Chemical Ltd. and UBS Securities Pvt Ltd who ran in support of us in the Tata Mumbai Marathon 2020.
- We also thank all those individual runners who ran for us in the marathon.
- A big thank you to all those donors who helped our youths run in the marathon. A special thank you to Ms Asmita Naik Africawala for raising funds for us through the online fundraising page of the marathon.
- Many thanks to MCHI-CREDAI for giving our children a lot of excitement and fun during the MCHI Premier League V cricket matches.
- We thank Ms Sushmita Biswas for providing support to English language sessions at our centre in Vikhroli. Many thank also to Ms Rinti Sengupta and Ms Kalpana Trivedi for volunteering at our centre during our Annual Book Week celebrations.
- We sincerely thank the Nirmala Niketan College of Social Work for very graciously hosting our two-day Puppet Exhibition without charge.
- We are grateful to Pratham Education Foundation and Asian Paints for their support in organising skill building course for construction workers.
- Our heartfelt thanks to Ms Aanal Sanghvi for sponsoring 10 women from construction sites covered by our Mobile Bus programme to join the tailoring training course at Care Foundation.
- We are grateful for the advice and assistance of the Company Secretary firm Robert Pavrey & Associates, Company and to Chaitanya Dalal & Co., Chartered Accountants, in financial and regulatory matters.
- We are thankful to our consultant, PKF Sridhar & Santhanam LLP, for their advice and support in FCRA related matters.
- We are deeply grateful to Mr Jeyraj Sheth for his advice and suggestions in taxation related matters and to Mr Dhishat Mehta for matters related to FCRA and legal compliance.
- We are grateful to Ms Aparna J Khandwala and Ms Deepam Yogi of Yellow Spark and Mr Arvind Ambekar for conducting HR Audits and 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.
- A special thanks to Rajhans School, Andheri, for inviting 200 children from our day care centres to take part in their Annual Sports Day.
- Thank you teams from Rustonjee International School, Hiranandani Foundation School, Shishu Vihar School, Fazlani L'Academie Globale, Wishing Well and Schindler India Pvt. Ltd for your wonderful engagement with our children.
- We thank Reliance Foundation for their Digital Van which visited various centres during the mid-year vacation to facilitate learning for children through educational videos.
- We thank the employees of Medusind Pvt. Ltd., Tata Capital Housing Finance Ltd., Deloitte Consulting India Private Limited, V.V. & Smt. K.V. Mariwala Charity Trust, Bayer Group in India, Accenture, NPCI, Sanctum Foundation, Google, Altico Capital India Ltd, UBS securities Ltd and Western Union Services India Pvt. Ltd. for volunteering and engaging our children in various interesting education activities.
- Many thanks to Freepik and Canva for graphic support from their website.
- Our special thanks to Joshua Elias, our intern this summer from Columbia University, USA. He has contributed greatly in compiling our 2018-19 Annual Report, 2018-19 of MMC. Motivated youths like Joshua always help us get a fresh outlook on our work.
- We thank Songbound for their dedicated and effective volunteering at two of our centres.
- We are also grateful to the team members of Dalberg Advisors and UBS securities Ltd. for their pro bono support and guidance to the MMC team through their 'UBS Leaders for Change' initiative. We especially thank those from UBS Securities Mumbai and UBS Group Switzerland for spending so much time to help us.
- We sincerely thank all those who used platforms like Benevity, Give Foundation, Give India, and GlobalGiving to make donations to us.

## Donations

MMC is extremely grateful to the Indian Hotels Company Limited for allowing us to use their premises without charge for our administrative office.

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

We are deeply thankful to the following for their donations:

Ashok Samuel  
 Ashwin Assomull  
 Babu Katta  
 Chandramouli Batibrolu  
 Dr. Pareshnath Paul  
 Guenther Pankoke  
 Hetal Ruparelia  
 Meera Bhagwat Devidayal  
 N Vaidheeswaran Iyer

Nikhil Marwaha  
 Rajeev Ohol  
 S Rajagopalan  
 Satyendranath Bhat  
 Savita Dhingra  
 Vidya Vasania  
 Vijaykumar J Shingrani  
 Vineet Dhingra



## **Donations and Earmarked Grants: Organisations, Trusts and Foundations.**

Our sincere thanks to the following organisations:

Bhaichand Mehta Foundation	Kohinoor Blossoms
Child Vikaas International	Podar Institute of Education
Dosti Foundation	Ramniklal Zaverbhai Shah Trust
Embassy of the Kingdom of the Netherlands	Reliance Foundation
Executor to Estate of Late Kamal Rajadhyaksha	Sanctum Foundation
Give Foundation Inc	Savita Khemchand Dhingra Foundation
H.T. Parekh Foundation	S.N.D.T. Women's University
IWSA Nursery School Education Committee	UK Online Giving Foundation
Kalpataru Trust	United Way of Mumbai
M. A. Parikh Co.	United World College of South East Asia
	V.V. & Smt. K. V. Mariwala Charity Trust
	Volkart Foundation India Trust
	Verein Mobile Krippen, Freiburg, Germany

## **Donations and Earmarked Grants: Corporates**

We are deeply thankful to the following companies:

Altico Capital India Ltd.	Mahindra Lifespace Developers Ltd.
Ajmera Realty and Infra India Ltd.	Medusind Solutions India Pvt. Ltd.
B.G. Shirke Construction Tech Pvt. Ltd.	National Payment Corporation of India
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Genext Hardware Parks Pvt. Ltd.	Roma Builders Pvt. Ltd.
Gigaplex Estate Pvt. Ltd.	Schindler India Pvt. Ltd.
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KPMG	Tata Chemical Ltd.
Mahindra and Mahindra Financial Services Ltd.	Transparent Value Pvt. Ltd.
Mahindra Holidays and Resorts India Ltd.	UBS Securities India Pvt. Ltd.
	Western Consolidated Pvt. Ltd.
	Western Union Services India Pvt. Ltd.

## **Donations in Kind**

To all those individuals, companies and organisations who've supported us, our grateful thanks and appreciation. Your contributions helped us take our work forward.



# Centres Operated

## Name and Address of Centres Run –

April 2019 to March 2020

### MMC Day Care Centres on Construction Sites

1. H.C.C., Hiranandani Gardens, next to Hakone Amusement Park, near Powai Plaza (opp. Pizza Hut), Central Avenue, Hiranandani Gardens, Powai, Mumbai – 400 076.
2. Chandivali, Raheja Vihar, Opp. Chandivali Studio, Farm Road, Opposite Crystal Centre, Chandivali, Mumbai 400 072.
3. Patlipada 1, Hiranandani Estate, Ghodbunder Road, Thane (West), Thane 400607.
4. B. G. Shirke Constructions, Kharghar Sector 36, near Central Jail, Talaja, Navi Mumbai 410208
5. B. G. Shirke Constructions, near Sahayog Hospital, behind MGM School, Near Yashwant Nagar, Virar (West) 401303.
6. Bhakti Park, Anik Development Corporation, Mount Everest Building, Labour Camp, Opp. MHADA Colony, near Imax Theatre, Wadala, Mumbai 400 037.
7. Patlipada – II, Hiranandani Estate, Opp. Roda's Building, Khaadi site Labour Camp, Patlipada, Off Ghod Bunder Road, Thane (West), Thane 400607.
8. Airoli-Patni, Gigaplex Estate Pvt. Ltd., Plot No. IT-C Industrial Area, Airoli Knowledge Park, MIDC, Navi Mumbai 400708.
9. B. G. Shirke Constructions, Sankraman Shibir (Transit Camp), Building No. 6-1, Ground Floor, Opp. Building No. 126, Near Jay Ganesh Mitra Mandal, Kannamwar Nagar-2, Vikhroli (East), Mumbai 400083.
10. B. G. Shirke Nirmitee Kendra, Jasai, Uran-Panvel Road, Navi Mumbai 410208.
11. B. G. Shirke Constructions, Bombay Dyeing Mill, near Bhoiwada Hindu Smashan Bhoomi, Wadala, Mumbai 400014.
12. B. G. Shirke Constructions, P. M. G. P. Colony, opposite Mahim Nature Park, Dharavi, Mumbai 400017.
13. Kapstone Constructions Pvt. Ltd. (Rustomjee), Majiwada, Thane (West), Thane 400601.
14. B. G. Shirke Constructions, Project Talaja Phase 2, Petali Gaon, Sector 26, Kharghar, Navi Mumbai 410208.
15. B. G. Shirke Constructions, CIDCO Mass Housing Project Ghansoli, Koliwada Chowk, Plot No. 1/2, Sector 10, Ghansoli, Navi Mumbai 400701.
16. B. G. Shirke Constructions, At & Post Shirdhon, Taluka Kalyan, Thane 421204.
17. Agripada, K. Raheja Corp. Vivarea, Hindustan Mills Compound, Jacob Circle, Mahalakshmi, Mumbai 400011.
18. B. G. Shirke Constructions, Prem Nagar, Near Venus Joggers Park, Goregaon (West), Mumbai 400104.

## **Special Projects – Day Care Centres**

1. Room No. 481, Darga Road, Khindipada, Bhandup Complex, Mulund (West), Mumbai 400080.
2. Room No. 49, Korba Mithaghar, Ramamata Wadi, Opp. Wadala Police Chowki, Wadala (East), Mumbai 400037.
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, Raigad.

## **Community Outreach Programme (CORP) Sites**

1. Neelam Senroof, Nanepada Road, Nane Pada, Mulund (East), Mumbai 400081.
2. Dharmacha pada, Bramhand Road, Kiran Mill Colony, Thane (West), Thane 400607.
3. Chintamani, Bhandup Battipaada, Keval Nagar Marg, Bhandup (West), Mumbai 400078.
4. Turbha pada, Ghodbunder Rd, Kasarvadavali, Thane West, Thane, Maharashtra 400615

## **Builder Managed Child Care Centres**

1. Marathon Nexzone, Near Palaspe Phata, JNPT Road, Panvel, Raigad 410206.
2. Darvesh Horizon, Penkarpada Road, Pandurang Wadi, Western Express Highway, Opposite Nike Show Room, Near Dahisar Check Naka, Mira Road (East), Mira Bhayandar, Thane 400068.
3. North JP-Infra, Near RNA Viva site, Ghodbandar Village Road, Kashimira, Mira Road (East), Mira Bhayandar, Thane 401107.
4. Dronagiri, Opposite JNPT Township CIDCO Mass Housing Project, Sector 35 & Sector 11, Taluka Uran, Raigad 400702.
5. MHADA Transit Camp, Near Kanenagar, Antop Hill, Wadala, Mumbai 400031.
6. B. G. Shirke Constructions, At & Post Khoni, Taluka Kalyan, Thane 421204.

## **Care on Wheels – Mobile Bus Sites**

1. Mehta, NM Joshi Complex CHS, Opp. Holy Angel High School, Samul Marg, Gavanpada Mulund (East), Mumbai 400081.
2. Krishna Madhav, Shree Arya Durga Developers Pvt. Ltd., Near Hanuman Chowk, Opp. Mahatma Hospital, Mulund (East), Mumbai 400081.
3. Nirmal Mall, Behind Nirmal Mall Multiplex Building, L.B.S. Marg, Mulund (West), Mumbai 400080.
4. Seth Avalon, Next to Jupiter Hospital, Thane Platinum Belt, Eastern Express Highway, Laxmi Nagar, Thane (West), Thane 400606.
5. EIRENE, Runwal Developers, Opposite Runwal Garden City, Balkum Pada, Thane (West), Thane 400608.
6. O2 Mithaghar, Mahaverick Realtors, Mithaghar, Mulund (East), Mumbai 400081.
7. Mathoshree Nisarg Project, Jeevan Nagar, Opposite Kelkar College, Mithaghar Road, Mulund (East), Mumbai 400081.



## Health Programme Sites

1. SuSharda, Celestial, Opposite Dream Mall, RR Paint, LBS Marg, Bhandup (West), Mumbai 400078.
2. Mathoshree Nisarg Project, Jeevan Nagar, Opposite Kelkar College, Mithagar Road, Mulund (East), Mumbai 400081
3. Vishnu Bhavan, Near Kokan Nagar Health post, Kokan Nagar, Bhandup (West), Mumbai 400078.
4. Jeevan Anand Society, Opposite Kokan Nagar Health Post, Bhandup (West), Mumbai 400078.
5. S Sidharth Sahi Krupa Society, Salpadevipada, Mulund (West), Mumbai.
6. RR Devlopers, Mehul Takis, Sarvodaya Nagar, Before Jain Mandir, Gawnipada, Mulund (West), Mumbai 400084.
7. Navy Colony, Naval Civilian Housing Society Colony, L.B.S. Road, Kanjurmarg (West), Mumbai 400078.
8. Navy Colony Type 2, Naval Civilian Housing Society Colony, L.B.S Road, GESC (GoI Employees Housing Colony), Kanjurmarg (West), Mumbai 400078.
9. Ashar Maple, Ghatipada Road, Vaishali Nagar, Mumbai 400080.
10. Shraddha Evoqua, Shraddha Landmark, Madan Cottage, Lake Road, Next to Mayuresh Park, Bhandup (West), Mumbai 400078.
11. Prathvi, Rohan Life caps, R.B. Kadam Marg, (Telephone Exchange Road) Off L.B.S. Marg, Ghatkopar (West), Mumbai 400086.
12. Raj Altezza Ambika Nagar, JN Road, Mulund (West), Mumbai 400080.
13. Eco Winds, Lake Road, Ram Rahim Udyog Nagar, Sonapur, Near TATA Power, Bhandup (West), Mumbai 400078.
14. Platinum Heights, Trident Ozone LLP, Khandagale Compound, Utkarsh Nagar Road, Gadav Naka, Kokan Nagar, Bhandup (West), Mumbai 400078.
15. Nipun Galaxy, Shraddha Dream Home LLP, Utkarsh Nagar Road, Gadav Naka, Kokan Nagar, Bhandup (West), Mumbai 400078.
16. Sadguru Society, Near Shiva Sena Office, Kokan Nagar, Bhandup (West), Mumbai 400078.
17. Allura Parivar, Aadi Properties LLP, Next to Parivar Society, Behind Kanjurmarg East Police Station, Kanjurmarg (East), Mumbai 400042.
18. Laxmi Narayan Project, Shiv Swami Samarth Builder, Kokan Nagar, Bhandup (West), Mumbai 400078.
19. Palladian, Shiv Shankar Sing Builder, Jangal Mangal Road, Bhandup (West), Mumbai 400078.
20. Bhoomi Acres, Behind Hiranandani Estate, Waghbill, Thane (West), Thane 400615.
21. Keshav Nivas Dhanalaxmi Builder and Developers, GV Scheme Road No. 4, Hanuman Chowk, Mulund (East), Mumbai 400081.

# MMC in Media

## Learn more about MMC and its Work:

As a part of the annual HT Parekh series on education, the Asia Society organised a programme with a panel discussion on early childhood education and nutrition in Mumbai. MMC was part of the discussion after which participants visited one of our day care centres: More at the link below:

<https://asiasociety.org/india/mumbai-mobile-creche-visit-dr-kaosar-afsana>

Check out MMC's work featured during CREDAI-MCHI PROPERTY 2019, 29th Real Estate and Housing Finance Exhibition at the following link:

<https://www.newkerala.com/news/read/247234/29th-credai-mchi-exhibition-promises-to-be-a-bonanza-for-the-home-buyers.html>

### 'Food Memories of Migrant Women' e-series Coverage

Check out our e-series 'Food Memories of Migrant Women' featuring culinary delights from all over India, as well as incredible stories of migrant women living on construction sites at the link below:

- **First Post:**

<https://www.firstpost.com/living/mumbai-mobile-creches-e-cookbook-documents-food-memories-of-the-citys-migrant-women-6754021.html>

- **The Godrej India Culture Lab:**

Check out videos and articles on traditional recipes compiled in an e-book titled 'Food memories of Migrant Women', by Mumbai Mobile Creches (MMC) at the following links:

<https://indiaculturelab.org/videos/library/special-events/migration-museum-the-aftermovie.html>

<https://indiaculturelab.org/blog/migration-museum-on-home-and-identity.html>

## MMC in Social Media



**Facebook: 4,171 Followers**

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



**You Tube: 635 subscribers**

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



**Twitter: 579 followers**

[https://twitter.com/MMC\\_NGO](https://twitter.com/MMC_NGO)



**Instagram: 392 followers**

[www.instagram.com/mumbaimobilecreches/](http://www.instagram.com/mumbaimobilecreches/)







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