



MUMBAI MOBILE CRECHES ANNUAL REPORT 2023-2024



ANNUAL REPORT

2023-2024



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• Design – Ms. Madhura Naik	





1. Executive Summary

Dear Friends,

This year has been a remarkable journey of expansion, achievements, and relentless efforts to provide the best quality programmes to children living on construction sites and allied industries. To keep pace with the children and communities we serve, we operated 19 Day Care Centers, 9 Mobile Bus Centers, 15 Special Projects, 4 Child Care Centers, and 5 Community Outreach Centers this past year. Notably, we initiated six new centers on seasonal brick kilns, increasing the number of brick kiln centers from five to eleven. Thus, during the financial year 2023-2024, we reached 3961 children through our various models.

As part of MMC's commitment to the wellbeing of brick kiln children who migrate seasonally, we initiated visits to these communities last year. Our team visited ten source sites to stay connected and understand the nature of these villages, their seasonal occupations, and the support systems available for their children from local governments, Anganwadi, schools, and more.

Last year, we deepened and expanded our various programmes. The Life Skills Education programme was initiated across our brick kiln centres keeping in mind the vulnerability of these children. Our tablet-based learning programme expanded for older children from four to ten centres, chess programmes from three to seven centres. Additionally, our educational programme continued to use an engaging and interactive curriculum, successfully integrating 160 children into formal schools.

Over the past year, we have adapted our programs to meet significant changes, creating a safe and enabling environment for our children. Recognizing the need and importance of sensitizing children and their parents about safe and unsafe touching, MMC collaborated with Rubaroo Breaking Silence Foundation to conduct Protection of Children from Sexual Offences (POCSO) awareness sessions, benefitting over 350 parents and their children.

Along with academics, we celebrated Khel Mahotsav and Shramadaan, engaging children in learning through play. Our teachers developed innovative games and activities for children and their families, celebrating MMC's 14th Annual Book Week in November 2023, Annual Puppet Week in January and Health Week in February 2024. Migrant construction workers' children are never exposed to the world outside construction sites covered with blue tin sheets. During this financial year, over 200 children had an exposure opportunity to different International Schools, Adventure Park, Corporate offices, etc.

We strengthened our collaboration with the government's Integrated Child Development Services (ICDS) to successfully obtain nutritional food supplies for brick kiln's children attending MMC's centres. Our Health Programme witnessed the health of several malnourished children improving.

In the pursuit of our vision, 'for all children to have a nurturing and happy childhood', last year, we also made great strides in exploring expansion plans as a 'Knowledge Partner' with different stakeholders and NGO partners which will yield a positive outcome in the coming year.

This year, MMC organised Dissemination in June 2023, proudly highlighting its two research studies concerning migrant workers on brick kilns and construction sites. The objective was to present insights and challenges from these studies, explore expansion plans at brick kiln sites,



expand day care programmes for children at sites outside Mumbai, and strengthen advocacy efforts by networking with other NGOs working on similar causes. We were honoured to have Assistant Commissioner of Maharashtra Labour Welfare Board-MLWB and CSR Manager from Schindler India Pvt. Ltd. as our Special Guests.

We have a long road ahead and much to accomplish. Our advocacy programme has many concerns and our effort to amplify the voice and views of migrants led to our appearing on various advocacy platforms. A notable step in this direction was our active involvement in the preliminary meeting organised by Ms. Aditi Tatkare, the State's Minister of Women and Child Development to discuss the importance of day care facilities for working mothers and setting up a day care centres in Brihanmumbai Municipal Corporation (BMC) Schools.

In another fruitful meeting with the Maharashtra Labour Welfare Board, MMC discussed a collaborative approach to piloting a day care centre for their labour community sites in near future. We also had an opportunity to share our experience in the 'Third Forum Meeting on Conceptual Clarity on Deinstitutionalisation, Gatekeeping and Family Strengthening' organised by Prerana.

The Kala Ghoda Art Festival 2024 showcased our installation, 'हमारे सपनों का घर' (Our Dream Home), soaring into the realm of imagination. We were honored to have been recognized on the Merit List for our creation. The population we serve is hard to reach, making it difficult to define their problems and needs to the public. To address this, we had the opportunity this year to publish and present our study, "Impact of Comprehensive Child Care Services on the Productivity of Migrant Workers on Construction Sites," at the international forum South Asia Centre for Labour Mobility and Migrant (SALAM)-International Institute for Population Sciences (IIPS).

Our training programme continued to build the childcare capacities and increase awareness about the importance of Early Childhood Care and Education (ECCE). A total of 24 women graduated in the academic year 2022-2023.

For the communities of workers in construction sites and allied industries, our advocacy team continued with the motivation of uplifting the community. We facilitated training for 180 community members, 1050 BOCWA registrations, ADHAAR card and PAN card enrollment for 61, and 12 community members respectively.

As another year comes to a close, I reflect on the great strides we have made as an organization. I would like to extend my deepest gratitude to the Board of Directors and the Advisory Panel, who have continuously played a visionary role in offering their leadership and guidance to our work year after year.

We have been fortunate in finding staunch supporters who have helped us in myriad ways. We are grateful for the support of our volunteers, builders, individuals, organizations, and donors.

I feel humbled to be part of MMC's work and offer a very big thank you to all our stakeholders and our passionate teachers, field staff, and administrative staff for their unwavering support. With the passing of this fruitful year, I look forward to another successful and rewarding year, making a significant difference in the lives of children on construction sites, allied industries, and other marginalized communities.

Sincerely,
Frahinsa Rodrigues,
Chief Executive.





2. About MMC

Who We Are

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

Our Vision

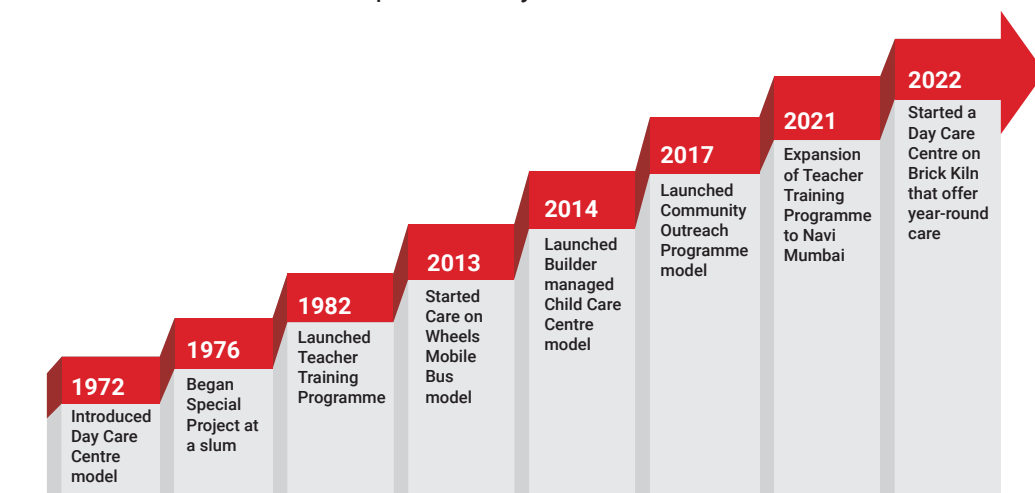
A nurturing and happy childhood for all children.

Our Mission

To promote child-friendly construction sites, where every child living on a such sites is 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 organization branched out to Mumbai in 1972 and MMC was registered as an independent entity in 2006. It is the only organization in Mumbai which has consistently worked with the children of construction workers as its primary focus and is one of the few organizations working with children under the age of six. We have developed a comprehensive programme for migrant children which can be replicated anywhere.



Our Approach

Create safe spaces for children living amidst hazardous conditions such as construction sites

- Support the cognitive, emotional and physical development of very young children and build a strong foundation for their enrolment and retention in school
- Free older children from the burden of childcare and help them do well in school
- Enable parents, especially mothers, to work while their children are in our care
- Provide guidance and support to parents on education, health, nutrition and other issues
- Enhance the capacities of communities and professionals to provide comprehensive child care services
- Equip communities and professionals with specialized knowledge on childcare and parenting through short-term, need-based training
- Contribute to developing a cadre of qualified child care providers by running a rigorous and credible child care training programme
- Network with government and civil society organizations to protect the rights of migrant construction workers and to facilitate their access to 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

MMC is present in nine divisions and areas in and around Mumbai.

Municipal Corporation of Greater Mumbai

Thane Municipal Corporation

Vasai-Virar City Municipal Corporation

Kalyan Dombivli Municipal Corporation

Navi Mumbai Municipal Corporation

Panvel Municipal Corporation

Mira Bhayandar Municipal Corporation

Uran Municipal Council

Khalapur Municipal Council



Artwork by MMC Children





Our Reach

Day Care Centres (DCC) on Construction Sites



19 Day Care Centres Operated on Construction Sites

2371 children reached

On an average, **831** children attended DCC every month

Our traditional Day Care Centre model establishes day care centres directly on construction sites. They typically have three sections – a crèche for children below three years, a preschool for children between three to six and an afterschool programme for children between six and fourteen. The programme includes education, healthcare and four nutritious meals and snacks a day. We help older children enrol and remain in local schools by offering supplemental academic support and providing scholarships.

Special Projects at Slums, Brick Kilns and Stone Quarry sites



15 special projects operated

846 children reached

On an average, **451** children attended every month

MMC also reaches vulnerable children beyond construction sites living in slums, brick kilns and stone quarries. The slum centres are run for half a day, with one centre catering to children from birth to six years and the other reaching children from three to six. Two stone quarry sites are operational throughout the year. Nine brick kiln centres operate during summer and winter months. Two brick kiln centres operate throughout the year.

Care on Wheels – Mobile Bus Programme





9 sites for Education Programmes

215 children reached

On an average, **181** children attended every month

For construction sites with space constraints and fewer children, we operate Care on Wheels - Mobile Bus Model. This programme, now in its eleventh year, continues to run education, nutrition and health care programmes on these sites.



<p>Child Care Centres (CCC) managed by Builders</p> 	<p>4 Child Care Centres</p> <p>176 children reached</p> <p>On an average,</p> <p>65 children attended every month</p>	<p>These centres are fully funded and managed by builders themselves. We act as a knowledge partner and encourage builders to take responsibility for the wellbeing of children living on their construction sites. This model gives builders the flexibility to launch a programme tailored to the site's condition and the community's needs, utilizing components of our traditional programme as required.</p>
<p>Community Outreach Programme (CORP) Model</p> 	<p>5 sites</p> <p>353 children reached</p> <p>On an average,</p> <p>203 children attended every month</p>	<p>On construction sites and slums, where lack of space or other circumstances prevent us from setting up day care centres, we operate our Community Outreach Programme (CORP). An experienced team of field staff members run this programme twice a week on these sites. Several key elements from our standardized day care programmes are brought into this model.</p>

Feedback from Stakeholders

It was nice knowing the efforts MMC and its team have put in for the children. At House of Hiranandani (HOH) we continue to support your efforts as always. We are happy to be associated with Mumbai Mobile Creches.

- Col Vijay Pillai (Retd.), VP- Integrated Facilities Management, House of Hiranandani, Thane (W) - 400607.

On behalf of American School of Bombay (ASB), we would like to extend our heartfelt gratitude to MMC and its team for hosting our students during our recent Middle School CSR Day. We sincerely appreciate MMC team's hard work, dedication, and collaboration in making the day a meaningful and impactful experience for our students.

- Aditi Parashar and Seema Kamble, American School of Bombay, Mumbai.

The day Mumbai Mobile Creches started operating a daycare centre on my brick kiln, I initially had doubts that the children would be able to remain seated in one place. With 15 years of experience, I had only witnessed these children wandering around the site. However, MMC proved me wrong. I was astonished to see the children sitting still and





9

3. Our Children

Children Reached

In 23-24 MMC reached 3961 children through 19 Day Care Centres, 15 Special Projects sites, four builder-managed Child Care Centres, Community Outreach models at five sites, and educational activities through Care on Wheels – Mobile Bus at nine sites. Through various models of MMC we catered on an average to 1731 children through the year.

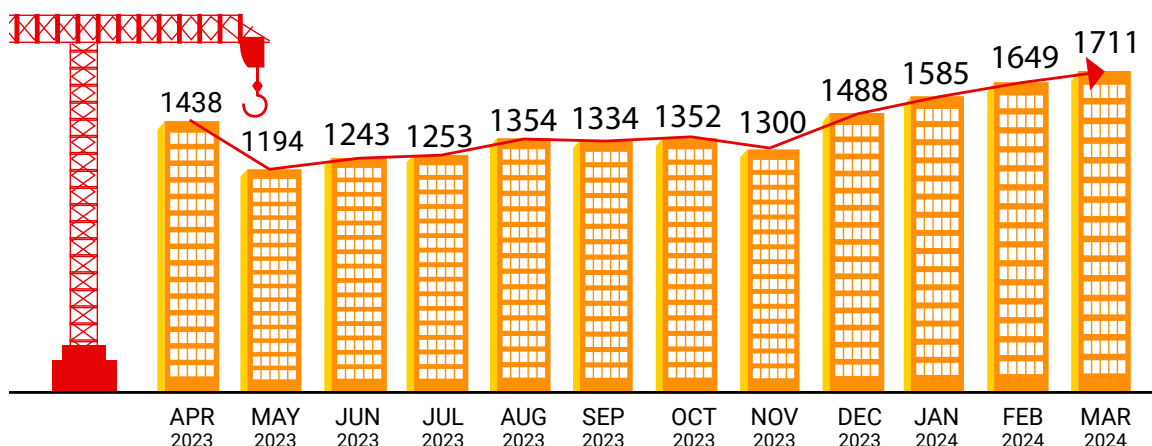


Figure 1: Month wise average number of children served by MMC in 2023-2024

Age Distribution

We have an extremely high proportion of very young children at our centres, with 60 percent below the age of six. Such children are extremely vulnerable to the risks of living on construction sites. MMC is one of the very few organisations that focuses on the needs of very young children. Our early intervention approach not only relieves older children of the burden of childcare, but also lays a strong foundation for healthy development.



Figure 2: Age distribution of our children



Gender Distribution

Overall, boys (53%) slightly outnumbered girls (47%) across all sections at our centres in 23-24. The gender gap at centres widens as the children grow older – possibly because families leave older girls in their villages with their extended families.

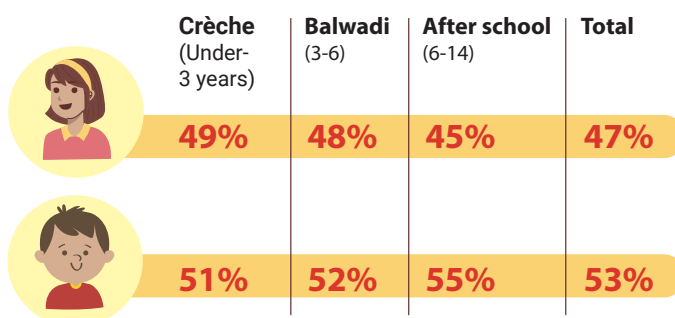


Figure 3: Gender distribution of our children

Length of stay

Following the trend of past years, 78 percent of construction workers' children stayed at our centre for less than six months (Figure 4). So when a child is enrolled at an MMC centre, no one, including the child's family, knows how long the child will attend the day care centre, thus making it very hard to measure the impact of MMC's programmes using quantitative methodology. A meaningful way to capture how MMC touches the lives of these children is through purely qualitative method, like significant case study.

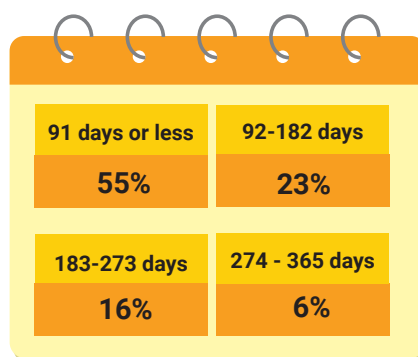


Figure 4: Length of stay

Thus, keeping in mind the limited time we have with migrant children, we do our best to influence their care takers and parents so that their educational and health needs can be addressed even after they leave our centres.

Migration

In 23-24, 56 percent of the children from Maharashtra came from the drought prone areas of Marathwada and Vidarbha. Our children came from Delhi and 19 different states. Many of the families MMC works with were previously farmers, or continue to practise seasonal farming, in their villages, in addition to being construction workers in Mumbai. The increase in distressed migration to Mumbai's construction industry is due to severe droughts that push millions of rural Indians to migrate to cities in search of livelihood.



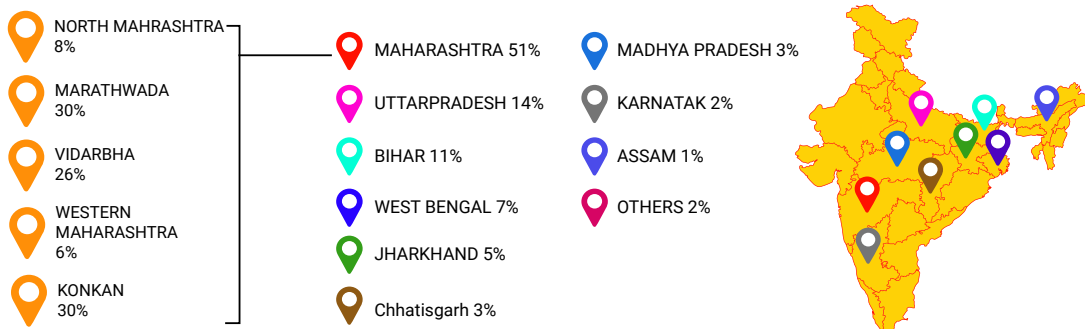


Figure 5: Migration of our children

The second highest number of children were from Uttar Pradesh followed by Bihar and West Bengal

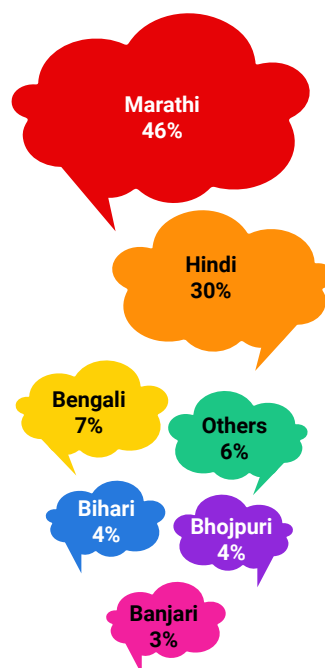
Linguistic Diversity

Giving the large number of states represented, our centres are like the Indian equivalent of the tower of Babel!

This year, we served children speaking over 25 languages and dialects, including Marathi, Hindi, Bengali, Bhojpuri, Banjari and many others. MMC works to create an inclusive classroom for all children attending its programmes. Our teachers follow a thematic approach and create a text - and language - rich environment to help reduce the burden of learning on children.

Across our centres in 23-24, we served children speaking over 20 different mother tongues. Close to half i.e. 46 percent of our children spoke Marathi followed by 30 percent speaking Hindi. The remaining 24 percent came from diverse linguistic backgrounds and spoke languages like Bengali, Bhojpuri, Banjari, Sadri, Chhattisgarhi, Kannada.

The medium of instruction in local schools are either Marathi or Hindi. This makes it very difficult for children unfamiliar with either of these languages. Our teachers have to overcome their linguistic challenges, both in terms of conducting educational activities as well as mainstreaming children in schools. We follow a thematic approach to help ease their burden.



Other languages	
Marwari	Nepali
Tamil	Bagheli
Kannada	Punjabi
Assamese	Odia
Korku	Birbhum
Gujrati	Chhattisgarhi
Haryanvi	Telugu

Figure 6: Mother tongue of our children



Profile of Our Community

Age Profile of Parents

Figure 7 represent the age profile of parents of children attending our centres. Of 2485 parents almost 48 percent of fathers and 65 percent of mothers are less than 30. Working in construction sites is very strenuous and a majority of the labourers are young. Their children, too, are very young and vulnerable. A third of the mothers are below 25 (33%) and 35% of the fathers are between 26 to 30.

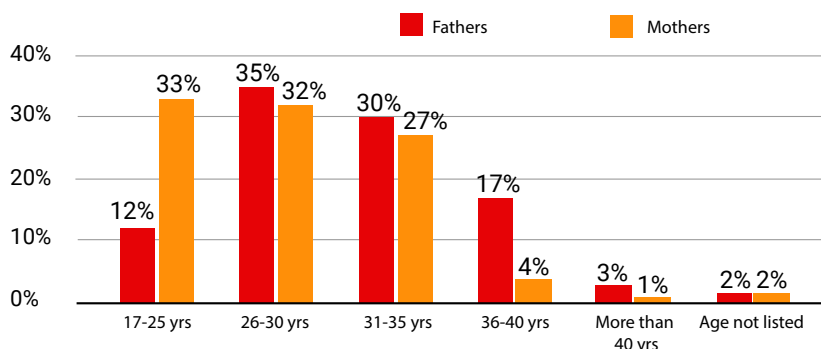


Figure 7 : Age profile of the parents of MMC children

Educational level of the parents

Unsurprisingly, most parents of our children have had very little education. Fifteen percent of fathers and 28 percent of mothers cannot read or write. Only 7 percent of the mothers had studied up to class 12th. Many factors such as early marriages, the belief that women don't need much education, and the poor rural schools, are responsible for this dismal state of affairs. 27 percent of the fathers and 24 percent of the mothers had studied up to class 10.

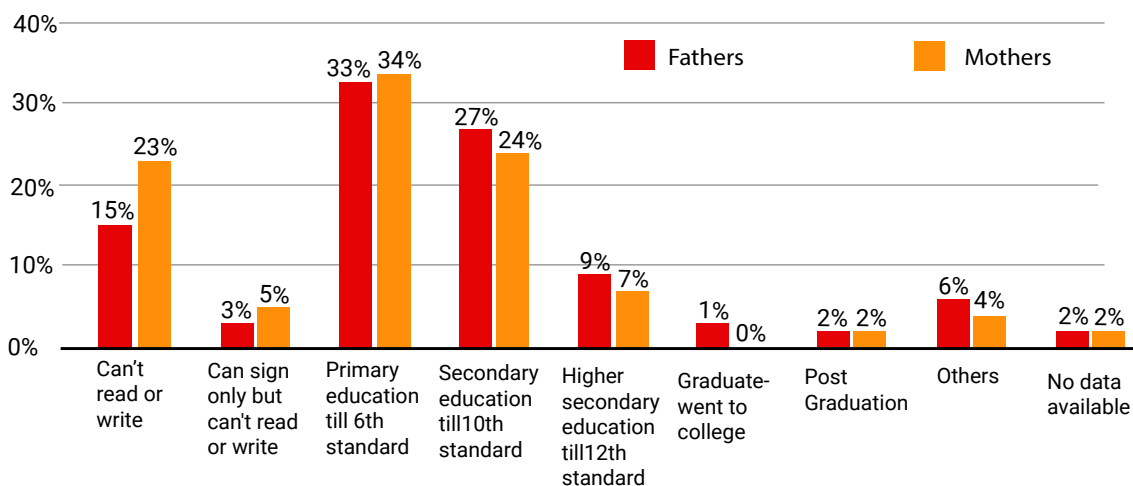


Figure 8 : Educational level of the parents of MMC children








4. Education Programme

MMC believes that every child has an inalienable right to comprehensive care and a stimulating education - the most powerful tools for escaping poverty. Our educational programme encourages a healthy cognitive, emotional, linguistic, physical and social development of children from birth to 14 years.

By the time children are six, 80 percent of their brain development has occurred and deprivations before this time have lifelong consequences. Since, over 60% of the children we serve are below the age of six, Early Childhood Care and Education (ECCE) is a significant component of our education programme. The early years of development are a critical time for cognitive growth; children constantly learn about themselves and their environment through sensory interaction and observations.













This year we also focused on strengthening and enhancing MMC's afterschool education programme through Tablet-based learning, ABACUS, Life Skills Education, etc, making it as comprehensive as possible.

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

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

Thematic Approach to Learning

At MMC our learning curriculum is developed around monthly themes, called 'Prakalp'. And it is designed in such a way that all learning activities are centred around it. A variety of teaching aids such as games, songs, and play-material for each of these themes have been developed. A different topic is identified each month to keep the children engaged and curious. The topics are:

APRIL  TRANSPORT	MAY  KHEL MAHOTSAV	JUNE  TREES AND PLANTS	JULY  RAIN AND WATER	AUGUST  INSECTS IN THE MONSOON SEASON	SEPTEMBER  ANIMALS
OCTOBER  FRUITS	NOVEMBER  VEGETABLES	DECEMBER  BIRDS AND AQUATIC ANIMALS	JANUARY  ME AND MY BODY	FEBRUARY  ME AND MY FAMILY	MARCH  OUR COMMUNITY HELPERS

My Education Journey

* Chaya, 4 , was enrolled along with her younger brother in one of MMC's day care centres. Their father worked on a construction site. Initially, she found it very difficult to attend the MMC centre and would cry frequently to go home. She was also reluctant to eat or participate in any educational activity.

Her teachers used innovative strategies to get Chaya to like the centre. Slowly, Chaya started engaging with other children. She also started eating the nutritious food provided at the centre. Teachers helped Chaya as she struggled to recognise a few letters such as "Ka" and "Cha".

The teachers helped Chaya to develop her speaking skills and numeric knowledge. They taught Chaya numbers by using objects around her such as legs of tables, spoons, bowls, etc.

With all this help, Chaya's speaking ability improved. She now speaks in complete sentences. She reads books and answers every question the teachers ask her. She enjoys painting and making articles out of clay. Her parents are very happy to see their child's progress, especially her ability to speak. They are also very thankful to MMC's teachers for the positive changes in their daughter

*Name of the child changed to protect her identity.

Open Day

The dream of most parents is to see their children happy, healthy, and educated, so when they see their children growing up well and thriving, they are more likely to want to keep their children in an MMC day care centre, and, when they are older, in the local school. For this reason, MMC teachers host open days once a month in the crèche, pre-primary and afterschool support sections to keep parents informed about their children's progress.

During open days teachers tell parents about the academic and artistic achievements of their children and also use the opportunity to reiterate to parents the positive and transformative impact education has had on the lives of their children. In addition, MMC teachers emphasise the importance of enrolling children in school. During an open day, teachers also receive feedback from parents about their children and their involvement in their development. In 2023-2024, we reached over 250 parents every month through open days.

Enrolment of Children

Frequent migration and language barriers (our medium of instruction being usually different from a child's mother tongue) remain major hurdles for the mainstreaming of migrant children. Our goal is to prepare children to join schools and succeed in a mainstream academic setting. Our teachers also work extensively with children who are already in school to develop their language, reading, writing, and arithmetic skills. Parents are made aware about the procedures for school enrolment and the documentation involved. This past year, on an average 961 children attended school continuing their education, of which 188 were new enrolments.

Educational Scholarships

One of the major reasons most children living on construction sites are unable to access education is the lack of financial resources. To ensure that our children's educational opportunities are not limited by financial difficulties, this year we continued to provide educational scholarships to both MMC alumni and the children attending our centres. We provided educational scholarships to 15 school going children living on construction sites.

Beyond Academics

MMC recognises the value of creating a holistic educational experience by engaging children in diverse activities that fuel their aspirations and help them in their overall development.

Library Programme

Reading stimulates the imagination, boosts creativity and exposes children to the world outside their everyday life. Our children usually lack access to quality reading material






because many of them are first-generation learners. Our library programme allows children to develop the joy of reading and ensures that our children have access to carefully selected, age-appropriate quality reading materials.

This past year our library programme made 8214 copies of books available for our children. It encourages children to read books not only at our centres but also allows them to take books home.


Phirti Library

Children from all our sections get to choose a book once a week to read at home. Last year's average monthly figures for this programme were:

	Crèche	Balwadi	Afterschool
No. of Books	611	1028	1283
No. of Children	243	442	539

Toy Library

Our Toy Library programme enables children of all sections to take educational toys home once a week and play with them. This initiative stimulates their cognitive, fine motor and physical development. Last year's average monthly figures for our programme were:

	Crèche	Balwadi	Afterschool
No. of Toys	531	859	850
No. of Children	234	418	476

Our Library Programme also includes the following modules

Drop Everything & Read - A time slot is set aside every day for reading activities, during which children are encouraged to read any book of their choice, either on their own or in a small group.

Read aloud sessions - MMC's teachers use a book from the library to reinforce learning around the theme of the month. Every month on average 179 read aloud sessions for the After-School support group and balwadi children were conducted in 2023-2024.


Mujhe Padhkar Sunao (Read to Me) - Through this programme the parents of creche children are encouraged to spend time at the centres reading illustrative books when they come to drop off or pick up their children. This programme aims to strengthen the bond between them and helps them develop a liking for books.



Newspaper reading - Everyday, children in the afterschool section take turns to read newspaper's headlines aloud to each other. Since they live on construction sites our children have limited exposure to the outside world. Through this activity their perspective is widened, and their knowledge enriched. It also helps to develop their language, vocabulary and reading skills.



Field-trips and Outings :

APRIL 2023	MAY 2023	JUNE 2023	OCTOBER 2023	DECEMBER 2023
47 Girls Watched IPL cricket match at Wankhede Stadium, Mumbai. 	25 Children Engaged in indoor games, arts and crafts organised by TATA Trent at BKC. 	20 Children Rallied for World Environment Day organised by Hiranandani Gardens. 	15 Children Visited Shishu Vihar International School to participate in various activities. 	22 Children Celebrated christmas party organised by TATA Trent. 
JANUARY 2024	FEBRUARY 2024	FEBRUARY 2024	FEBRUARY 2024	MARCH 2024
18 Children Visited American School of Bombay to watch a short film and engage in various activities. 	119 Children Participated in Sports Day organised by Rajhans Vidyalay, Andheri. 	20 Children Participated in story telling session, nature walk and movie screening at Bhau Daji Lad Museum. 	24 Children Attended Balmela organised by BMN college of Home Science, Matunga. 	35 Children Visited Art Carnival organised by Chhatrapati Shivaji Maharaj Vastu Sangrahalay, Mumbai. 

Annual Children's Camp

In December 2023, MMC organised its annual residential camps, continuing the tradition of the last 37 years. These camps were organised for children in batches at Yusuf Meherally Centre, Panvel. This year over 351 children from construction sites and 35 children from brick kilns sites enjoyed the overnight camps. This was a chance for them to escape noisy construction sites and enjoy some serenity far from the hustle and bustle of the city. The children also enjoyed many outdoor games and watched an exciting magic show. They also worked together to put up skits and talent shows for their peers. Apart from this, children saw live sessions of crafts such as pottery, soap making, and manure making.



Annual camps are a great way to expose children to the outside world and to provide them with a much-needed break.



Child-to-Child Programme

To promote mutual exchange of skills and information, understanding and friendship MMC organises Child-to-Child programme every year. This initiative gives our children an opportunity to visit some of the best schools in city and also host children from those schools at our centres, interacting and exchanging ideas with each other.

The schools we partnered with were:

American School of Bombay	Dharavi Kalakilla Municipal School
Paspoli Powai School	Jilah Parishad Marathi School
Korba Mithaghar Muncipal School	Raigad Jilah Parishad School
Raigad Jilah Parishad school, Chavne	Jilah Parishad School
Tirandas School	Municipal School
Thane Mahanagar Palika Vidyalaya	Jilah Parishad Primary School

Exploring new vistas for learning

Life Skills Education

This year we introduced a Life Skills Education programme not only across our day care centres but also-for the first time-on our brick kiln centres, keeping in mind the vulnerability of these children. To equip children with the skills of stress management, problem solving, coping strategies etc., we collaborated with Anubhuti Endeavour Pvt. Ltd. Techniques such as focused group discussion, role play, storytelling, mind mapping and so on were adopted. During the year, 581 children every month benefitted through Life Skills Education sessions.

Tablet Based Learning Initiative

Tablet based programme which was introduced during COVID 19, has proved to be an effective medium for improving our older children's learning abilities. The content of the tablets is based on the Maharashtra State Board's curriculum and illustrates its diverse content. This initiative has captured our children's interest, resulting in better learning and understanding. After analysing the impact of tablet-based learning at three centres and receiving positive responses from the children, we expanded the programme to seven more centres last year. The programme benefitted over 300 children from ten centres. At each of these centre afterschool children use tablets for one hour a day on average.



ABACUS

The ABACUS is a very useful educational tool which fosters early brain development. Introducing an ABACUS to young children not only helps them excel in mathematics, it also boosts their confidence by improving their visualizations and stimulating their imaginations.

Last year, teachers taught ABACUS level 1, to 62 afterschool Section children from six centres and level 2, to 44 children at four centres.

Chess Class

In 2023-2024, we continued our association with “Little Master Chess Academy” for conducting chess programme across various centres. Basic chess training was organised at six centres, reaching 139 children and advanced chess training at one centre reaching 29 children in the age group 6 to 14. The trainers from “Little Master Chess Academy” were highly impressed at the enthusiasm of our children in basic chess training. This programme will help develop these children’s skills in problem solving, increase their ability to concentrate and boost their self-confidence and sportsmanship.

Events

Khel Mahotsav

Khel Mahotsav is a two week long “Festival of Play” in which children enjoy their summer vacation with many fun activities and games. In May 2023, they celebrated Khel Mahotsav, playing both indoor and outdoor games such as hopscotch, lagori, and so on.



The games provided children ample opportunities to develop interactive, leadership and team building skills. These games inculcate both the competitive spirit and team work. Parents and other community members also participated enthusiastically.

Shramdaan

‘Why there is so much noise pollution?’ Our children spent their summer vacation at the centres exploring answers to this question. Shramdaan aims to inspire a sense of civic responsibility among our children. At MMC children between 6 to 14 who were more conscious about their environment, learned about how noise pollution is generated and how it can be curbed. They also made 3D models related to the theme. Children conducted rallies in the community creating awareness and sensitizing community members.



14th Annual Book Week

MMC's 14th Annual Book Week was celebrated in the third week of November 2023. Keeping in mind the aspiration and dreams of our children and to ensure an inclusive environment, this year the theme chosen for the Book Week was - 'चलो सपनों में खो जाये!' (Let's drift into the world of our dreams!) Children were encouraged to share their dreams and aspirations. They were also teleported into an imaginative world through reading, storytelling, arts and crafts and a lot more! It was initiated with 'Prabhat Pheri' by our children in order to announce the celebration of Book Week. Our guests, site officers, supervisors, authors, writers, volunteers and funders, inaugurated the Book Week and read stories to the children. The event concluded with an exhibition on the last day, featuring the art created by children during the Book Week.



Puppet Week

Our Annual Puppet Festival Week was celebrated in January 2024 with the theme 'आओ खेले बचपन के खेल' (Let's play childhood games). As puppets add a natural and enjoyable extension to the children's learning, we celebrated puppet week across MMC models followed by a puppet exhibition that was held on 9th & 10th February 2024. Children created amazing puppets and art based on the theme. The puppet festival included Puppet Shows conducted by children and our teachers. Also, proudly displayed were puppets created by our children at the exhibition.



Arts and Craft Workshops for children

We continued our Art and craft programme, which is the integral part of our educational programme. It is the most effective means of connecting and communicating with young children. We conducted our programme of art and craft session with children at the 'Children's Home in Mankhurd' and 'Bal Kalyan Nagri for girls'. We reached 1148 children through 47 sessions at both the homes.

This year, for the first time we also conducted the art and craft sessions at the Borges home for children suffering with cancer. We reached 35 children through 3 sessions.

The art and craft sessions conducted by our dedicated team provided these children an opportunity to engage in creative activity and ignore their pain.

5. Health and Nutrition

Health Programme

MMC firmly believes that children can only learn, grow and succeed when they are healthy. However, due to frequent migration our children do not have access to quality nutrition, healthcare and hygiene, thus compromising their optimal development and wellbeing. At MMC we always place paramount importance on physical wellbeing ensuring adequate nutrition and proper health for all our children.

The dangerous conditions on construction sites have tremendous impact on the health of our children. To combat this, regular monitoring through health care professionals is the key to our work. Every new child who comes to our centre undergoes comprehensive medical examination by a doctor on MMC's panel. Doctors also continue to visit MMC's centres to carry out weekly check-ups for all children ensuring preliminary identification of illnesses. Beyond this, we also organise eye, ear and dental check-ups for children in collaboration with other agencies.

The most common health concern that our children face is malnutrition. To tackle this we regularly track the anthropometric measurements of all the children at our centres. The height and weight of children below six is taken every month and for children above six it is noted every quarter. We then work intensively with the parents of malnourished children.

Apart from this, we also collaborate with local health professionals ensuring that all our children receive age-appropriate immunisations and those requiring extensive medical care are referred to a public health facility.

Our health programme provides preventive, curative and rehabilitative care. We also extend our health services to the community at large, as we know the difficulties the migrant workers face in accessing health facilities.



Last year, we facilitated 1716 vaccinations and recorded 3692 episodes of illness amongst our children.

TOTAL 1716	Bcg	2	Japanese Encephalitis	0	Polio 3 Rd	11
	Covid Vac	0	Measles 1 St	25	Polio Booster - 1.5 Years	79
	Dpt Booster - 1.5 Years	61	Measles 2 Nd	16	Polio Booster - 5 Years	54
	Dpt Booster - 5 Years	61	Mmr	9	Pulse Polio 6	71
	Hapatisis B - 2 Nd	1	Mr Dose	4	Rota1	7
	Hapatisis B - 3 Rd	1	O – Polio	37	Rota2	5
	Hapatisis B -1 St	1	Pcv (Pneumonia)	4	Rota 3	9
	Hepatisis B (At Birth)	0	Pentavalent – 1	7	Triple 1 St	1
	Ipv (Polio Injection)	1	Pentavalent – 2	4	Triple 2nd	1
	Ipv 2	10	Pentavalent – 3	15	Triple 3 Rd	2
	Ipv 3	9	Polio 1 St 1	16	Tt 2	2
	Ipv 1	1	Polio 2 Nd	24	Vitamin A	445

Figure 9: Vaccinations facilitated

Health care services facilitated

Preventive Care


No. of
vaccinations
facilitated
1716


No. of
children received
deworming tablets
700

Curative Care


Children in need
of specialised care
referred to health
facilities
11


Acutely
malnourished
children referred
to Hospitals
3


Disabled/special
needs children
referred to
Hospital care
2


Number of
doctor visits
906

Figure 10 - Types of Health Care Services facilitated

Illness



Micronutrients
Deficiency
552


Anaemia
607


Skin infection
32


Ear infection
17


Eye infection
14


Acute respiratory
infection
1207


Injuries
34


Diarrheal
Diseases
42


Worm infection
598


Bacterial diseases
0

Figure 11: Incidents of illness among children

Health Camps

In addition to regular screening of the children for general health, we facilitated specialized eye, ear and dental check up camps.



41

Eye camps

1493

children screened

54

referred for
further treatment



43

Ear camps

1621

children screened

34

referred for
further treatment



39

Dental camps

1198

children screened

60












referred for
further treatment

We continue to work towards the inclusion of all children in these initiatives.

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

This programme was initiated to provide relevant information to parents and children, emphasising proper nutrition and hygiene practices. The total number of interactions with parents in eleven months were over 1250, thanks to innovative audios and videos designed and created by MMC's teachers. This online awareness sessions is conducted once a week.

Monthly themes

APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER
					
'Tikakaran' (Vaccinations)	'Praathamik Upachaar' (First Aid)	'Baarish me honevali bimaariyan aur infection' (Diseases & infections during monsoon)	'Vaataavarana Mein Svachchhata' (Cleanliness in enviroment)	'Keede makode' (Commonly found insects at home, and home remedies in case of bites)	'Baal Vikaas' (Child Development)
OCTOBER	NOVEMBER	DECEMBER	JANUARY	MARCH	
					
'Jal ek Jeevan hai' (Water is life)	'Anna ke Strot' (Sources of food)	'Thandi ke mausam me hone vali bimaariyan aur aahar' (Common diseases and Diet during winter season)	'Khud ki safai' (self-hygiene)	'Baal Sanrakshan' (Child protection)	



Health Week

Migrant workers and their children are prone to vitamin deficiencies. Keeping this in mind, MMC celebrated health week at the day care centres on the theme 'Sources of Vitamins' from February 19 to 24. The objective was to intensify community outreach on the themes of health, hygiene and nutrition. Various activities such as poster making, artworks related to the theme, making fruits salad and sprouted bhel were enjoyed by the children and their communities. Additionally, awareness sessions were conducted by our empanelled doctors on the sources of vitamins and its importance.



Swastha Bachpan

MMC had initiated Swastha Bachpan programme in January 2016, to promote healthy habits, improve diets at home and expand the impact and sustainability of its health programme. This past year, 442 children and their parents were commended for the children showing significant improvement in their nutritional status, clean and neat appearance, maintaining a healthy weight, being immunised, and regular attendance at their centres.



Development Assessment of children by using ICMR tools (2023-24)

The early years of life are crucial for optimal lifelong growth and the development of motor, language, cognitive and socio-emotional skills. Failure to meet these milestones can permanently affect a child's development and cognition. Developmental milestones are key indicators of a child's growth. Early identification and intervention can improve developmental outcomes.

Last year we screened 565 children aged 6 and below for developmental delays using the Psychosocial Developmental Screening Test developed by the Indian Council of Medical Research (ICMR).

Figure 12 indicates that 82 percent of the children had attained age-appropriate developmental norms (50th percentile or above) whereas 18 percent were identified with potential developmental delays (below 50th percentile). Of all the children assessed nine



percent were 'at risk' (95th - 99th percentile) and needed immediate intervention.

We found that the attainment of developmental milestones among girls was higher than among boys. However, approximately 9 percent of both boys and girls fell in the below 97th percentile perhaps because of limited exposure to stimulation activities and other environmental factors (Figure 13).

Analysis of age disaggregated data indicated that a large number of children with developmental delays are under three, with the majority between two and three (Figure 14).

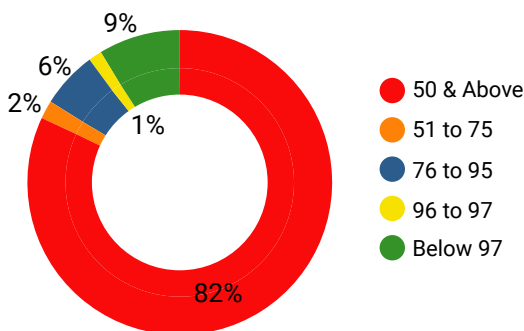


Figure 12: Distribution of children as per developmental age (N=565)

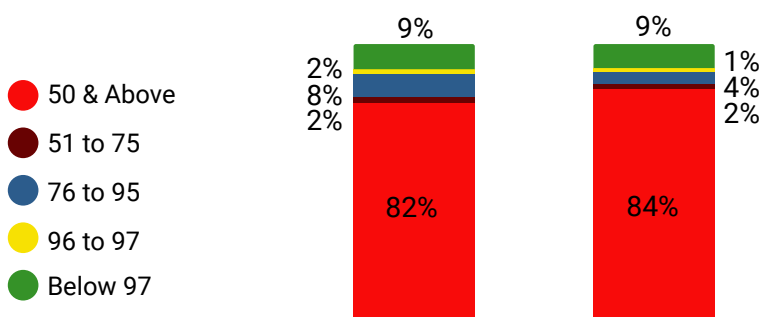


Figure 13 : Developmental age of children by gender

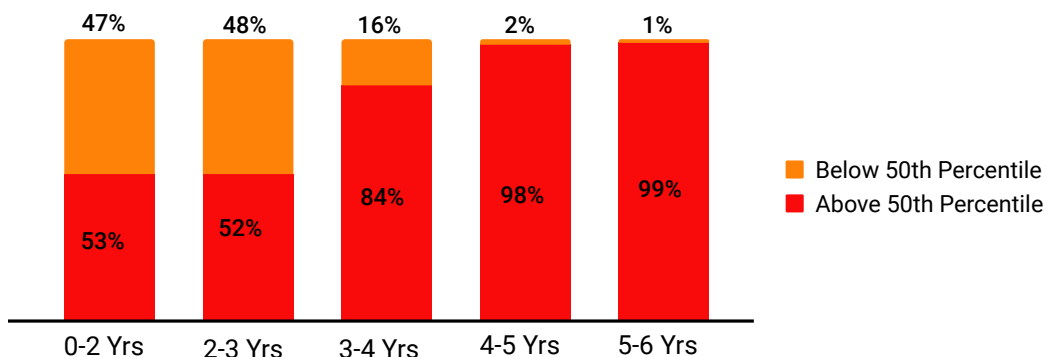


Figure 14 : Developmental status of children by their chronological age



A closer look at the children (n=102) at the risk of developmental delays indicated that 62 percent of them possibly had a global developmental delay – in 3 or more developmental areas (Figure 15).

Delays were most common in the domains of hearing, language and concept development with 44 percent children, followed by 28 percent children in gross motor domains (Figure 16).

We found that 28 percent of the children with possible development delays had attended MMC’s day care programme for less than six months. The likelihood of developmental delays seemed to drastically decline with increased exposure to MMC programmes. The reasons for this could be the stimulating care children received in our comprehensive ECCE programme that caters to health, nutrition and education needs as well as their natural growth (Figure 17).

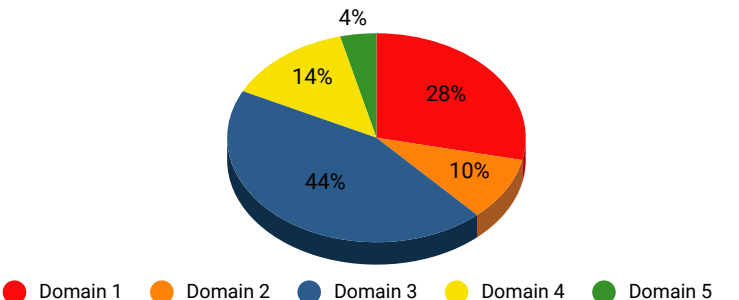


Figure 15 : Distribution of children by delayed developmental domains

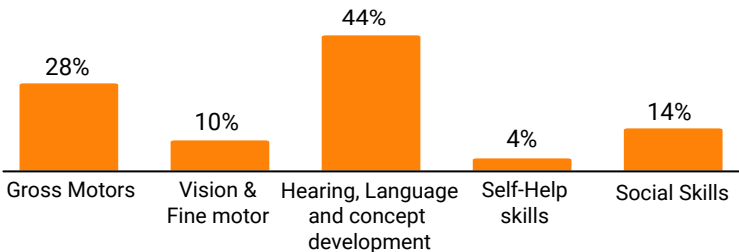


Figure 16 : Distribution of children by areas in which delays were identified

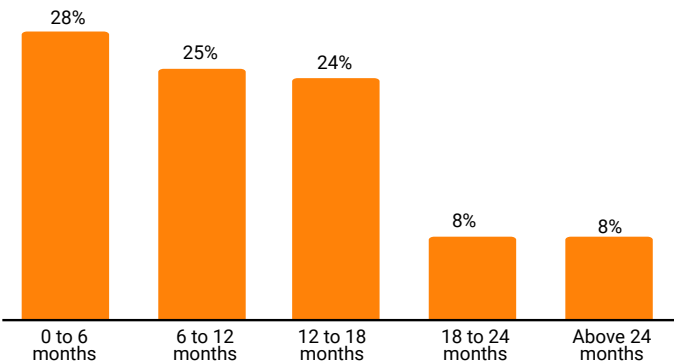


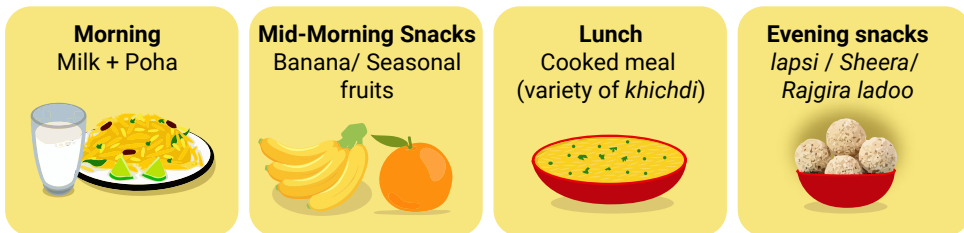
Figure 17 : Distribution of children identified with possibility of delays by duration of stay



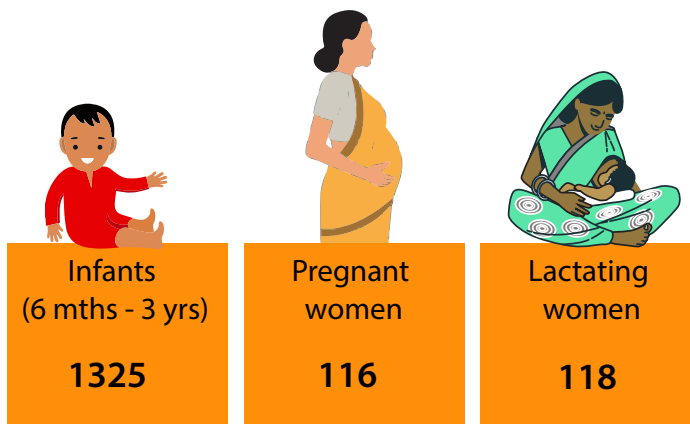
Nutrition

MMC's standardised nutrition programme ensures meeting the dietary needs of growing children while continuing to vary diets. This past year, the nutrition programme provided at least 700-750 calories to each child attending our day care centres. To counteract the summer's overwhelming heat we provided fresh lime water to each of our children in order to prevent infection and dehydration.

Foods that were served among the children last year:



Liaising with Integrated Child Development Services (ICDS):



MMC ensured strengthening the scope of its nutrition programme through its collaborative partnership with Integrated Child Development Services (ICDS) to provide lunch and snacks for children in the age group of three to six and Take-Home Ration (THR) packets to pregnant and lactating woman and children between six months to three years across its models in the Mumbai Metropolitan Region (MMR).

Promoting Breastfeeding practices

To encourage the practice breastfeeding, MMC celebrated Breastfeeding Week in 19 day care centres on construction sites in collaboration with local government health posts. During this week, health posts conducted sessions at each of our centres reaching 542 women and 32 children below six months and their mothers were commended for their best breastfeeding habits.



'A journey of hope: With MMC'

*Kirti, a 2-year-old child at a MMC day care centre in Thane has numerous health problems. Her mother is a TB patient and is herself under treatment; this has also affected Kirti's health. Through monthly records of anthropometric measurements, MMC teachers identified Kirti as being in Severe Acute Malnourishment (SAM) category. Our teachers visited Kirti's home along with a Community Health Organiser (CHO) to express their concern to her parents but initially they were not supportive. However, our team did not give up and after continuous follow-ups with her parents, successfully convinced them to refer Kirti to NRC Chhota Sion Hospital. The CHO accompanied her parents during the initial three months of the treatment. With MMC's care, medication and nutritional supplements, Kirti's health gradually improved.

As Kirti was improving there was a sudden downturn in her health. She suffered from fever and developed boils on her back. Our empanelled doctor recommended surgery and Kirti was referred to Kalwa's Chhatrapati Shivaji Maharaj Government Hospital. From there she was moved to Sion Government Hospital. Her parents found the travel too long and wanted further treatment to be stopped. Once again the MMC team managed to convince her parents to continue her treatment. The CHO also was able to obtain discounts.

Kirti underwent a successful operation. Her ongoing treatment, including nutrition, medications, and care provided by MMC teachers, helped her transition from the Severe Acute Malnutrition (SAM) to the Moderate Acute Malnutrition (MAM) category within 4 months. MMC teachers are now working tirelessly to bring Kirti back to normal.

Kirti's parents expressed their gratitude to the MMC teachers and the CHO for their unwavering support being with them throughout this very difficult period.

*Name of the child changed to protect his identity.

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

We regularly track height and weight of the children we served to identify and address underweight, wasting and stunting prevalence among them as per the norms specified by World Health Organisation (WHO). The children's first available measurement of this past year was treated as the baseline and their last available measurement as endline data for the comparative analysis.

Last year anthropometric measures of 594 children below five were analysed. In addition, we used secondary data from the National Family Health Survey-5 and compared underweight, wasting and stunting status of our children with the status of children in Maharashtra and India.



Figure 18, 19 and 20 show improvements in the nutritional status of children on all three parameters of under nutrition - underweight, wasting and stunting while the children attended MMC centres.

Figure 18 depicts that the percentage of children determined to be healthy under the wasting parameter rose to 98 percent at the endline compared to 91 percent at the baseline, showing an improvement of seven percentage points. On the parameter of wasting, the percentage of malnourished children was 9 percentage at base line evaluation. This is low in comparison to Maharashtra (26 percentage) and India (19 percentage) and this further reduced to 2 percent with MMC's intervention.

Figure 19 shows that the percentage of healthy children on the underweight parameter increased by 11 percent points from 69 percent to 80 percent. The number of severely underweight children had reduced from 8 percent at baseline to 5 percent at the end line evaluation. In comparison with the rates of underweight children in Maharashtra and All India, MMC children seem to fare better.

Lastly, Figure 20 shows considerable reduction in the percentage of stunted children after MMC's intervention. On the parameter of stunting there was reduction of 11 percent in the number of severe stunted children post MMC's intervention. Also, towards the endline the overall prevalence of moderate and severe stunting is 29 percent which is lower in comparison to the prevalence of Maharashtra (35 percent) and India (34 percent).

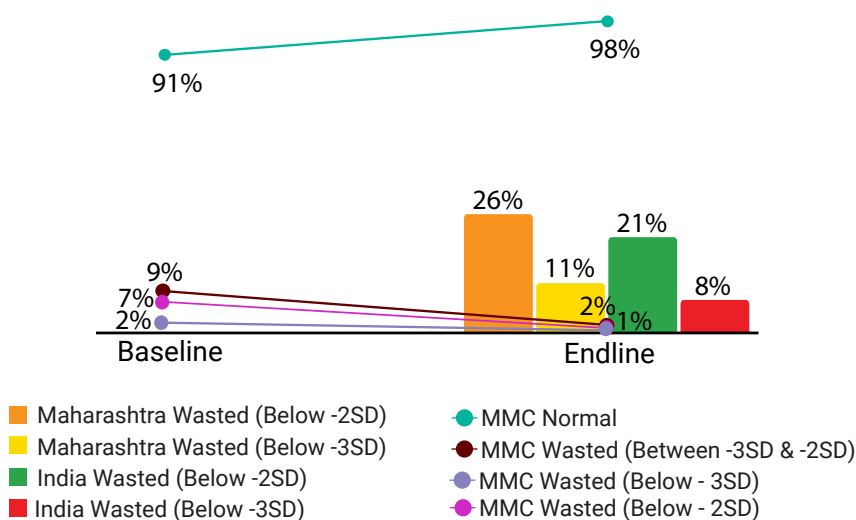


Figure 18 : Reduction in wasting at MMC compared to wasting rates in Maharashtra and India

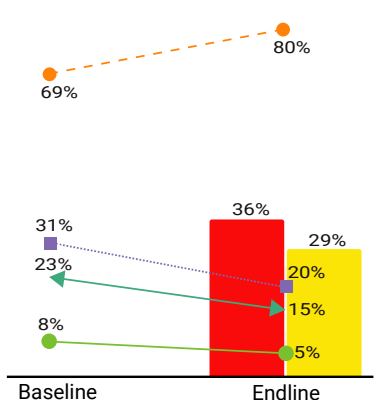


Figure 19 : Reduction in underweight at MMC compared to underweight rates in Maharashtra and India

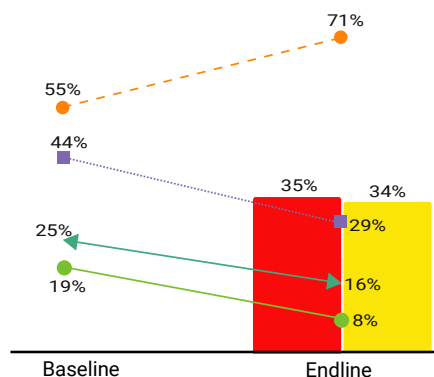


Figure 20 : Reduction in stunting at MMC compared to stunting rates in Maharashtra and India

Nutritional status of children (5 to 14 years) based on Body Mass Index (BMI)

The BMI of our children above five has shown improvement during the last year. In 2023 - 2024, heights and weights of 621 children between 5 and 14, attending our centre were recorded. The child's first height and weight was treated as the base line and the last available measurement as the end line for calculating BMI. Their health status was analysed using the index according to WHO standards.

The results were found to be promising. Figure 21 shows that out of 621 children screened, the number of children showing normal BMI at baseline was 72 percent and stood at 89 percent at the end line. There was a significant reduction of 4 percent among severely thin children and 11 percent among children who were moderately thin.

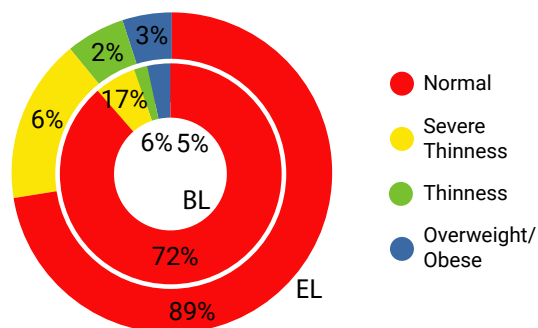


Figure 21 : Improvements in BMI

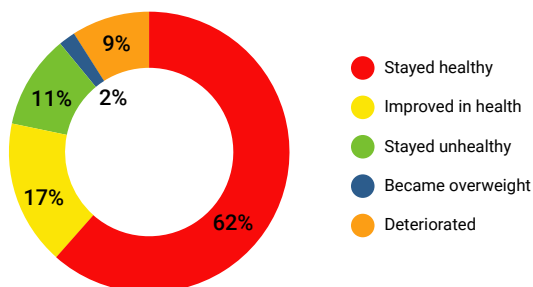


Figure 22 : Change in health status of children

Figure 22 shows that during their stay at MMC, 62 percent of the children remained healthy while 17 percent children improved their health status.

6. Community Outreach

Migrant populations often have difficulty accessing basic public services and special schemes that they are entitled to, significantly affecting their own well-being as well as that of their children. MMC not only serves children on construction sites, but also their communities, so outreach is an important cornerstone of our approach. Our outreach programme empowers migrant workers by addressing social, personal, and community issues and going on to provide the relevant information and resources with which to resolve them. Our teachers regularly interact with parents and other community members. They also plan training sessions to enhance their awareness on issues such as sanitation, hygiene, childcare, health facilities and government entitlements.







Interactions with the Community

Chai Pani Meetings (Chai Pe Charcha)

Every month, our teachers invite the parents of children attending our centres to have chai (tea). These meetings are conducted informally at the centres so that parents are able to discuss their concerns more comfortably and openly. Chai Pani Meetings are an opportunity for our teachers to engage with the parents and to discuss issues relevant to the community at large. Last year, we conducted 488 Chai Pani Meetings and reached an average of 757 community members every month.



Chai Pani Meeting Topics

					
APR	MAY	JUN	JUL	AUG	SEP
Adolescent health	Anaemia	Importance of formal education	Malaria	Breast feeding	Importance of identity documents
OCT	NOV	DEC	JAN	FEB	MAR
Child abuse	Alcohol addiction	Parenting practices	Menstrual cycle and Hygiene	Malnutrition	Tuberculosis

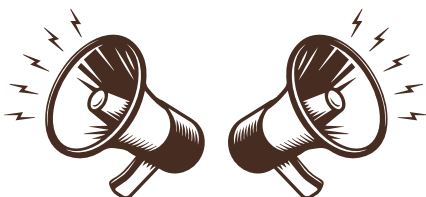


Lokdoots (Street Plays)

Lokdoot is a primary mean of communicating with migrant labourers from the different parts of the country. It is a street performance that imparts important messages in an engaging and thought-provoking way. It also captures the community's attention in a way that cannot be achieved through pamphlets or other written materials. Our team collaborates with building contractors to let workers take time off from their busy day to view these performances. This year, we organised 75 Lokdoots and reached 5222 community members.



Children's Safety and
Good Touch &
Bad Touch
15



Hygiene &
Cleanliness
13



Importance of
Education
3



Health and Addiction
18



Safety on Sites
16



Malaria
2



Saving
8



Migration Resource Centre (MRC)

MRCs are a common space for construction workers not just for relaxing and enjoying their free time. MRCs also build awareness and give advice about government schemes, the importance of PAN and Aadhar cards, registration under the Building and Other Construction Workers Act (BOCWA), opening bank accounts and other issues relevant to the workers. These activities also help MMC strengthen its ties to the community. In 2023-2024 we operated MRCs at eight of our construction sites.








Our advocacy team arranged a variety of programmes along with recreation materials for indoor and outdoor games.

Facilitation of Resources

MMC's comprehensive advocacy programme aims at empowering migrant construction workers with the information and tools to help them break the cycle of poverty. It thus ensures better opportunities for their children. These objectives are pursued through engagement activities, training programmes, building linkages, etc.

Promoting construction workers' entitlements

MMC creates awareness and sensitises its community about the importance of the benefits under Building and Other Construction Workers (BOCW) Act. It channelises the process of registrations under the BOCW Act. This year, 1050 workers were registered under this Act. Thanks for registering, construction workers and their families received the following entitlements

				
567 SAFETY KIT	3086 BOCWA NUTRITION	462 BOCWA IDENTITY CARDS	15 BOCWA EDUCATION SCHOLARSHIP FOR CHILDREN	244 HEALTH CARDS



Promoting financial Inclusion

Lack of documentation and valid identity proof prevents migrants from accessing welfare programmes. MMC provides workers with pertinent information and helps them benefit from this programme. This past year, we supported community members in applying for various identity documents and savings accounts. As a result



61
members
obtained
Aadhar cards



12
members
received
Pan cards



84
members
opened
**Bank and
Post Office
accounts**



49
members
received
**eShram
cards**



14
children
obtained
**Birth
Certificates**

Skill Training

Lack of formal training and certification forces construction workers to accept low paying jobs. Skill training can change their lives, providing them with better opportunities and hope. The biggest benefit of such training is that the trainees can now work as a professional. To use the skill professionally as is evident from the case cited below;

MMC along with NSDS Hyderabad and Rustomjee Training Academy, partnered to conduct trainings on on two construction sites this past year. This enabled 180 workers to be certified as skilled workers.



**Mason
Training
140**



**Bar Bending
21
Carpenter
19**

Breaking Barriers : Tukaram's journey from construction worker to skilled professional

Twenty-three-year-old Tukaram Ambare, from the Shidode village of the Beed district of Maharashtra has been in our alumni group for the last nine years. His father along with his family migrated to Mumbai to look for work. Tukaram's father has been working with B G Shirke Construction Company in its machinery erection department for the past fifteen years.

Tukaram's journey with MMC began at the age of six. Because of his family's financial difficulties, Tukaram had to give up his studies and take up a job on a construction site to support his family. Initially, he was an unskilled worker earning a meagre Rs12000

per month, but despite his difficulties he continued to take part in MMC's alumni meetings. He joined a course for electrical work conducted by MMC in association with Jan Shikshan Sanstha, Mumbai. Additionally, MMC also encouraged him to participate in the Diploma certificate course for becoming a Fire Safety Officer.

With this newly certificate, Tukaram was able to get promoted and earn a much higher salary of Rs 18000. It broadened his awareness. He could now envision a life beyond the walls of a construction site.

Tukaram proudly says that, "If MMC hadn't existed this change would have not been possible. I thank MMC for organizing training for us: that made me feel more capable, confident and acquire a tool that will change my life."

Health Camps for Community

In addition to health camps held for the children at our centres, MMC holds health camps for their parents too. This year we organised health camps for construction workers in association with the Mumbai District Aids Control Society (MDACS), the Municipal Corporation of Greater Mumbai (MCGM), Maharashtra Labour Welfare Board's (MLW) BOCWA Department and the NGO Jansahas. We held the following health camps.

21 health camps reaching 1785 workers



**General
camps
17**



**Malaria
testing
camps
3**



**HIV
testing
camps
1**

Women's Day and Safety week celebration

MMC paid homage to all the incredible women who stand tall amidst challenging conditions to support their families. International Women's Day was celebrated widely in March and MMC also joined in by organizing fun activities for women, offering them a chance to enjoy the day and let their hair down! This year over 730 women participated enthusiastically in the celebration.

MMC collaborated with builders and contractors to observe 'National Safety Week' in March 2024 with the national theme 'Focus on Safety Leadership for Environmental and Social Governance Excellence.' Recognizing the inherent risks of living on active construction sites, where accidents are a constant concern, it becomes imperative for workers and their families to observe safety precautions.

During Safety Week, MMC organized lokdoots (street plays) on safety. The street plays reached over 2200 workers.



Breastfeeding Week Celebration

Breastfeeding Week is observed all over the country during August every year. This year, the theme of the week was 'Let's make breastfeeding at work, Work!'. We distributed baby care products for children and seasonal fruits to the lactating mothers. In some centres, health post, and Anganwadi workers were present during the session and spoke about the how best to breastfeed. We conducted interactive sessions with over 670 women.



Migration Day Celebration

In December 2023, we celebrated Migration Day across our centres in collaboration with builders, more than 1000 construction workers took part.

Other Awareness Days

- We organised Deaddiction awareness sessions at 4 of our construction sites reaching 95 community members.
- We organised awareness sessions on "Domestic Violence" in collaboration with the women's organization Sakhya at 8 of our construction sites reaching 139 community members.

International Skill Day Celebration

In September, we celebrated International Skill Day at four of our construction sites. We reached 75 community members through sessions on career guidance and income generation.

Annual Sports Day Celebration

This year, Rajhans Vidyalaya organised a Sports Day on February. Over 100 children from nine MMC day care centres attended it. The day ended with the children receiving gifts, yummy treats and watching a cartoon film.



Engaging Youth and Workers

Running for a cause: Mumbai Marathon

The Mumbai Marathon is one of our biggest fundraising events. This year, seven alumni and our director, Ms. Shagoofa Rashid Khan, and team member Ms. Aarati Morvekar participated in the marathon to bring the attention of people to the problems of children living on construction sites. Our team members proudly wore our logo and carried our banners throughout the race. It was an inspiring experience for our runners and they have decided to mobilise more of their peers next year. Additionally, this year 40 runners from



our corporate partner Owens Corning India Pvt. Ltd. along with three individual runners, also ran to support our cause.

Cricket Match

It was an exciting moment for a group of our 51 youths from our constructions sites who participated in the CSR Cricket Tournament 2024 Premium League 10 (MPL), organised by the Maharashtra Chambers of Housing Industry (MCHI). This cricket tournament has been a yearly tradition for MMC's children for the past decade. The winning team received trophies, and medals were awarded to the best performers, boosting their self-confidence.

In addition to cricket, there were various other enjoyable activities such as tattoo making and dance performances. MCHI dignitaries also joined our youths in these festivities. A small event was held to celebrate the tournament's 10th anniversary.

In January 2024, we organized another cricket match in collaboration with Shirke Builders on their sites. Over 100 youth and workers participated.



Interactions with youth

Even after children are no longer at our centres, MMC supports them. We provide career guidance and whenever possible financial aid. We also organise events to give alumni an opportunity to connect with each other.

This year MMC organised:

Annual Alumni meet – In February we arranged a small get together for our alumni at Shantivan, Nere which was attended by over 65 former attendees of MMC's day care centre.

Quarterly Alumni meeting – This year MMC started quarterly alumni meetings. Our alumni shared their life stories. Every quarter on an average 50 alumni participated in meetings.

Youth camps – This past year we conducted 8 youth camps, reaching over 240 adolescents and youth from across our centres. They learned about vocational opportunities and developing interpersonal skills.



7. Training

MMC has always been a strong advocate and disseminator of Early Childhood Care and Education (ECCE) in Mumbai and our efforts to build child care capacities in Mumbai through training, partnership and community support continue to grow and thrive. Thus for the last three decades, we have been engaged in creating a high-quality cadre of trained child care givers through our comprehensive year-long ECCE Diploma Programme, as well as through shorter courses and workshops at the community level.

We also tailor our training programme according to the external organization's unique requirements.

Bal Palika Teacher Training Programme

Our rigorous yearlong Early Childhood Care and Education Training Programme, operational since 1982, gives women both theoretical and hands-on experience in best child care practices. Affiliated with Shreemati Nathibai Damodar Thackersey Women's (SNDT) University, Mumbai, this ECCE training equips women from marginalised communities, particularly from construction sites, with knowledge and skills to become sensitive and qualified child care providers.

This programme empowers women with vocational skills giving them a means to achieve some financial independence, but more important, it creates a sense of community investment. MMC sees this as a means for community members to take ownership of our programmes which in turn results in community driven, sustainable change.



Last year we had a batch of 24 trainees, seven from construction sites and 19 from slums. 24 women received their diploma certification in ECCE from the SNDT Women's University, and two from MMC.

The new batch in academic year 2023-2024 saw 20 trainees, ten each from construction sites and slums.



Our programme is rooted in practical childcare, using the play way method as well as arts and crafts. It combines theory and field work. To enhance our trainees' English language skills, computer literacy and self-confidence we have been conducting daily classes in partnership with **English Vani** as well as enrolling the women in basic computer courses.

Our trainees also benefitted from a two-day workshop on puppet making, a day-long training in First Aid, and a half-day training on Fire Safety.

Names of the institution which employed our Bal Palika diploma holders

Young Woman Christian Association (YWCA)	Manav Seva Sang
Ganesh Vidyalaya	Kalagro Foundation
Vakola MPS School	

Four of our certified child care professionals were absorbed in organizations and day care centres run by construction companies.

Bal Palika Training Assessment

A baseline and endline test of the BPT trainees showed that their knowledge and the skills on various aspects of child development had increased significantly.

● Baseline test ● Endline test



Exposure Visit

In September 2023, 20 trainees had a two-day visit to Nandanvan Day Care Centre in Mumbai. The objective of the visit was to understand the working pattern and the activities conducted with children. On these two days trainees had the opportunity not only to observe children and the activities but also conducted sessions with them.

In December 2023, our 20 trainees visited Vipra Foundation Special School in Mumbai. The purpose of the visit was to acquire knowledge about various disabilities, the school curriculum, methods of teaching children with special needs and the difficulties faced. Trainees also learned about vocational training, its value, and job options for adults with special needs.





Like previous years, this year, too, our trainees visited SOS Village, Alibaug in January, 2024. The aim of SOS is to support orphans between 6 to 18 with Care, Education, and Health. The trainees got the opportunity to interact with these children and learned from the experience of fellow professionals about the unique setting in which this organization works and how it overcomes operational challenges as well as ways of communicating with the children.

Teaching Aid Exhibition

Every year our trainees from the Bal Palika Teacher (BPT) Training programme create a wide array of teaching aids that they learned during the course and that are displayed at our annual Teaching Aids Exhibition. This year's theme, 'आओ पहचाने खुद को, मैं हूँ कौन?' (Know yourself 'Who you are?'), showcased the Teaching Aids created by the trainees from waste materials. Their creativity and confidence were truly inspiring.

There were songs, dances, puppet shows, thought provoking stories shared by the trainees and a lot more. Creative teaching methods i.e. interactive games and puppets jostled for space with attractive teaching aids on building math and language readiness. Over 100 participants that included children, university students, teachers and people from various NGOs visited the exhibition.



BPT Alumni Meet

In March 2024, 22, alumni from previous batches of Bal Palika training gathered together to share their experiences and their journey thereafter. This meeting helped our alumni explore wider professional opportunities. In addition, we organised a session on 'Menopause'.

Early Childhood Care and Education (ECCE) Workshops

We organised an ECCE workshops for twenty -five members from Mumbai Smiles Foundation on topics such as teaching aids, storytelling, and puppet making.

Puppet Workshop

Although puppetry elsewhere is not so popular, it continues to thrive at MMC as a means of connecting with our children and construction workers. Our team, known for its expertise in puppet making, performs puppet shows and holds puppet making workshops for other organizations. Last year we held a puppet show and two puppet-making workshops, reaching over 530 children and adults.



Bal Vikas Sahayog (BVS) Training- Building capacities of the community on ECCE

With an deep understanding of the role encouraging and informed parents play in a child's life, we conducted 12-days BVS training session in four different communities across Mumbai and Thane. A total of 53 women received certificates on completion of the training. The women were equipped with knowledge about child rights, developmental milestones, health and nutritional needs of mothers and children, and first aid. They also learned interactive, activity-based teaching learning methods.



Customised training approach

MMC also delivers on demand customized ECCE training for child care professional from other organizations. These training courses are tailored to the needs of each organization. This past, year we collaborated with Dosti Group Foundation and provided a customized ECCE training course to 11 teachers from Palghar Jilha Parishad School, in Dahanu. These schools have been adopted by Dosti Group Foundation. This yearlong training in early childhood care and development enhanced their capacity and knowledge and helped them develop new techniques and skills.

Building Futures : Learner To Educator

Laxmi Sonkamble, now 25, first came to MMC when she was ten. MMC's teachers enrolled her in the nearby municipal school. While at the centre, apart from nutritious meals, she enjoyed educational activities such as learning through play, listening to stories, rhymes and participating in all special events. She learnt addition and subtraction. She went on field trips. All this inspired her to become a teacher serving her own community.

After she completed her 12th, MMC teachers encouraged her to enrol in the Balpalika Teacher Training (BPT) programme in the 2022-2023 batch.

She acknowledges that completing the BPT course was not easy. But she managed, thanks to the support and encouragement of MMC's trainers. The stipend she received helped her to be independent and complete the course without putting any financial burden on her family.

She is now a teacher at MMC.



From Challenges To Opportunities : Asmita's Growth at MMC

Asmita Subhas Girkar, a 20-year-old trainee, resides in Mumbai, with her mother and older brother. Asmita's father passed away when she was just two years old, leaving her mother to work as a domestic helper to support the family and their education.

After completing their schooling, Asmita and her brother joined forces with their mother, balancing college during the day with part-time work in the evening. Asmita worked as a compounder in a hospital, while her brother took various odd jobs.

Their already challenging lives took a turn for the worse during the COVID-19 pandemic when they learned that their mother had been diagnosed with breast cancer and required immediate surgery. Despite the financial strain, they managed to cover the medical expenses.

While her brother successfully graduated, Asmita unfortunately could not. Determined not to lose hope, Asmita decided to reappear for the exam while continuing her part-time job.

During this time, Asmita's mother encouraged her to join MMC's Bal Palika Teacher (BPT) training program, which she had learned about through her Self-Help Group. Asmita faced numerous challenges during the one-year course, balancing preparation for the BPT training with her studies. She adjusted her hospital shift from 7:00 p.m. to 9:00 p.m., managing household chores in the morning and attending the Bal Palika training. After the training, she would rush to work and often stay up late studying.

Despite the challenges, Asmita's dedication and hard work will see her complete the one-year BPT teacher training program in May 2024, alongside her graduation exam. She credits the support of the BPT trainers and her mother's encouragement for her success. The BPT course not only deepened her knowledge of childcare but also enhanced her computer skills, English proficiency, and overall personality. Asmita feels fortunate to have been part of the BPT Training, which has exposed her to new opportunities and institutions.

She looks forward to a brighter future and is grateful for the support she has received.

MMC is also proud of Asmita's maturity in handling multiple responsibilities at such a young age and wishes her success in her future endeavours.



Artwork by MMC
Children

8. Our Partners

Government

To strengthen existing programming and contribute to the greater social good, MMC collaborates and partners with various government departments such as the Municipal Corporations of Greater Mumbai, Navi Mumbai, Thane, the districts of Palghar and Raigad, Health Posts, Municipal Schools, Maharashtra Building and Other Construction Workers' Welfare Board (BOCW) and the Labour Department to ensure that various facilities such as immunizations, school enrolments and various entitlements are availed of by construction workers and their children.

We also continued working in our 51 centres with nearby Anganwadi centres of the Integrated Child Development Services (ICDS) for the provision of supplementary nutrition to children between three and six and Take-Home Ration (THR) for children between six months to six years, pregnant & lactating mothers across our 51 centres.

Further, we facilitated treatment of our children who were identified with Sever Acute Malnutrition at the Nutrition, Research, and Rehabilitation Centre, at Lokmanya Tilak Municipal General Hospital, Sion. The necessary treatment helped our children to combat malnutrition who are now living a healthy life.

Hospitals

This past year we partnered with the following hospitals to facilitate access to healthcare for our children and the community;

- Excellent Eye Care Centre
- Laxmi Charitable Trust
- Prabhat Charitable Trust
- Shravani Speech & Hearing - Diagnostic Therapy Center

Non-Profit Organizations / Institutes

This year MMC partnered with other likeminded following non-profit organizations:

- Anubhuti Endeavour Pvt. Ltd.
- Bethany Society
- Centre for Social Action Network
- iDream Education Pvt. Ltd.
- Janhit Charitable Trust
- Jan Sahas
- Little Master Chess Academy



- Montfort Care
- Rustomjee Academy for Global Careers
- Sacred NGO
- Sakhya Women's Guidance Cell
- Ummeed Child Development Center

Builders and Contractors

Our partner builders in operating Day Care Centres:

- Ajmera Realty & Infra India Ltd.
- B. G. Shirke Construction Technology Pvt. Ltd.
- Gigaplex Hardware & Parks Pvt. Ltd.
- HGP Community Pvt. Ltd.
- Kapstone Constructions Pvt. Ltd. (Rustomjee)
- Roma Builders Pvt. Ltd.
- Rosa Group

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

- Bhoomi and Arcade Associates
- Damji Shamji Shah Group
- Pushpanjali Residency construction site (Madan Mukadam Patil Chawl)
- Raunak Group
- Regency Group
- Runwal Developers
- Siddhi Group
- Vijay Patil Chawl

We sincerely thank the following builders/contractors in managing the operations of Child Care Centres on their sites

- B.G. Shirke Construction Technology Pvt. Ltd.
- Sidus Buildcon India Private Limited
- North JP-Infra

We are grateful to Mr. Santosh Bhagat, Mr. Gopinath & Rajesh Bhagat, Mr. Roshan Patil, Mr. Vaibhav Madhavi and Mr. Pradeep Bhagat, Vipul Prajapati, Vitthal Patil & Pandurang Patil, owners of brick kiln sites for providing us space, water and toilet facilities at their sites to operate day care centres in Navi Mumbai, Raigad and Palghar.



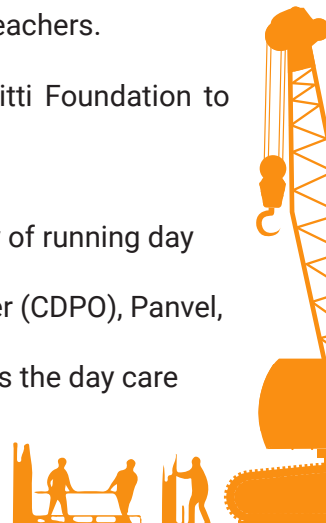
Artwork by MMC
Children


9. Organizational Development and Growth

Building Alliances and Networking

We recognize the power of collaborating with the government and other likeminded organizations in bringing about a change in the lives of the children and communities that we serve. Voices of migrant children living on the construction sites are not adequately heard by mainstream society-even their existence is rarely acknowledged. We at MMC aim to change that. Last year, we participated in policy discussions on matters concerning migrant children and their communities with government departments and likeminded organizations. For example:

- In April 2023, we were invited by :
 - the Integrated Child Development Services (ICDS) Scheme, to share our expertise on Early Childhood Care and Education (ECCE).
 - the Catalysts for Social Action to share our expertise on how to set up library programmes for vulnerable children.
- In May 2023, we were invited by Rubaroo Foundation Breaking Silence to discuss conducting awareness sessions on child sexual abuse for MMC's children and their parents.
- In July 2023, we were invited by RPG Foundation to discuss setting up day care centres for the children of their workers.
- In August 2023, we were invited by :
 - the Women and Child Development Minister, for a preliminary meeting to discuss their proposal to setup day care centres for working parents from marginalized communities.
 - the Maharashtra Labor Welfare Board Commissioner to discuss running day care centres in collaboration with them.
 - the Eager Beavers to explore the possibility of us training their teachers.
- In September 2023, we were invited by Kishan Garodia Vishwavritti Foundation to discuss running our education programme for their children.
- In December 2023 :
 - Vidhyabharati Foundation visited MMC to explore the possibility of running day care centres on their sites in Ahmedabad.
 - we initiated a meeting with the Child Development Project Officer (CDPO), Panvel, to set up day care centres for tribal communities.
 - we were invited by UNICEF along with the NGO Prerna to discuss the day care policy of the Maharashtra Government.



- 
- In February 2024, MMC along with the NGO Prayas held talks with the Superintendents of Thane and Kalyan Jails to set up daycare centres.

Institutional Strengthening Initiatives

Enhancing parental engagement in programmes

MMC organized a refresher course for its trained teachers who had helped parents recognise and seek assistance for development delays in their children. We collaborated with the non-profit organization Ummeed Child Development Centre. This long-term refresher capacity building programme had six modules.

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

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

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

Module 5: This module introduced participants on how to conduct promotional activities for early childhood development (ECD) in a group setting. It equipped participants with the skills and knowledge to run group sessions with parents of children up to the age of three. It included discussions on running groups by phone or video calls.

Module 6: After module 5 the participants were expected to conduct group sessions with caregivers from the community.

The refresher batch of training started with 11 teachers, 6 field supervisors and our Health Organizer. All successfully completed all the modules.



Artwork by MMC Children



Making our presence felt

Conferences

We presented our study “Impact of Comprehensive Child-Care Services on the Productivity of Migrant Workers on Construction Sites” at the International Forum South Asia Centre for Labour Mobility and Migrant (SALAM), International Institute of Population Sciences (IIPS)

Networking for the cause of vulnerable children

Our Chief Executive, Mrs. Frahinsa Rodrigues, was a panelist in the “Third Forum Meeting on Building Conceptual Clarity on Deinstitutionalization, Gatekeeping and Family Strengthening.”

Dissemination Conference By MMC

MMC held a Dissemination Conference which highlighted its two research studies on migrant workers in brick kilns and construction sites. The objective was to present insights and challenges from these studies, explore expansion plans at brick kiln sites, expand day care programmes for children at sites outside Mumbai, and strengthen advocacy efforts by networking with other like minded NGOs.

We were honored to have as our Special Guests, Mrs. Madhavi Surve (Assistant Commissioner of Maharashtra Labour Welfare Board-MLWB), Mrs. Arpita Singh from Schindler India Pvt. Ltd. And representatives from UNICEF, Ajeevika Bureau, Jansahas, Arohan, SACRED, Jeevan Vikas Kendra, Centre for Social Action, Karuna Trust, Apanalaya, Ration Kruti Samiti, and the WCD Department - Palghar.



The special guests praised MMC's work. MLWB also expressed their interest in collaborating with MMC to establish Day Care Centres for underprivileged children.

Research Studies

Nutrition Study

Last year in collaboration with Auxillium Empowerment Services Pvt. Ltd., we conducted a study on “The Importance and Benefits of MMC's Nutrition Programme for Vulnerable Children”

301 parents of children in the age group of birth to 14 years were interviewed from 15 MMC daycare centres operational in the Mumbai Metropolitan Region (MMR).





The study highlighted the impact on children's health, especially in areas like birth weight and nutrition. Many families face challenges like underweight, stunting, and obesity due to limited resources and lack of knowledge. MMC's interventions—nutritious meals, education, health care, and support—contributes to the holistic development of the children.

The nutrition initiative aims to provide children with balanced meals to support their physical and cognitive growth. Designed by a nutritionist, it ensures that children receive 700-750 calories daily. MMC also monitors each child's nutritional status, tracking underweight, stunting, and wasting through regular measurements.

Nearly 99 percent of parents said that MMC's nutrition programme provides their children with four daily meals—breakfast, mid-morning snacks, lunch, and evening snacks—which the children love and thoroughly enjoy.

In the baseline survey, 88 percent of the 301 children were found to be in the normal healthy category. However, through MMC's nutritional programme, with supplementary nutrition under the supervision of empanelled doctors and additional care from MMC's teachers, significant improvement was seen in 12 percent of children identified as malnourished. By the end of the programme, 95 percent of the children reached the normal healthy category, while the remaining showed continued progress towards improvement.

Parents expressed appreciation for the programme, and recognized its impact on their children's healthy growth and habits. The study underscored the value of MMC's daycare centres and their holistic approach, fostering a deep sense of trust and security among parents. This reassurance allowed them to focus on their work, confident that their children were in safe hands.

Effectiveness of MMC's Parenting Programme

In 2023-2024, MMC assessed its Parenting Programme to understand its impact on the development of children. The study reflected the pivotal role mothers played in the caregiving and nurturing of their children.

The study demonstrated a notable improvement in parental knowledge after the programme. In the pre-test, only 3 percent of parents had complete knowledge of "Child Development," and remaining had partial knowledge (40 percent). Post-test results revealed a 95 percent increase in knowledge.

The post-test survey demonstrated the profound impact of MMC's Parenting Programme in improving parents' responsiveness and communication with their children. Parents increasingly spent quality time with their children and engaged more in shared activities. They also acknowledged that the programme helped them better understand their children's emotions and needs, and unanimously recommended extending the programme for themselves, other parents, and schools.

The overwhelmingly positive feedback praised the relevance and practicality of the "Parenting Programme". The study's robust design, involving 470 parents, suggested that the findings are applicable to other marginalized communities as well.



Sensitizing and Strengthening the Capacities of our Communities

Driven by the belief that all children deserve a childhood filled with safety, security, and opportunity. This year MMC made a significant investment in sensitizing and empowering migrant workers living on construction sites and other under-privileged communities. MMC focused on this through following initiatives:

Bolstering safety measures

The implementation of fire drills is a crucial aspect of safety management in any organization. Recognizing the unique needs of the community we work with, MMC believes it is essential to introduce fire drills to the children and their parents living on construction sites. They are particularly vital on construction sites due to the risks in construction activities and the complex, often hazardous environments.



Fire drill sessions were conducted every month. These sessions are crucial for ensuring community safety, minimizing damage, and fostering a culture of preparedness. The training equips children and parents to respond swiftly and effectively in case of a fire emergency, thereby reducing the risk of injuries and fatalities. By regularly conducting these drills, we ensure that everyone is familiar with evacuation routes, emergency procedures, and designated meeting points. This year over 1,000 children and parents have benefited from this training.

Protection of Children from Sexual Offences (POCSO) Awareness Efforts

MMC identified the importance of safeguarding children from harm by fostering an enabling environment through awareness and sensitization to both children and their parents on the Protection of Children from Sexual Offences (POCSO). These sensitization programs are essential for conveying the principles and provisions of POCSO to all involved stakeholders.



Thus, MMC collaborated with the Rubaroo Breaking Silence Foundation. The POCSO sessions deepened parents' and children's knowledge about safe and unsafe touching and made them aware of how to protect themselves from assault and sexual harassment. This past year over 350 parents and children benefitted through this initiative.

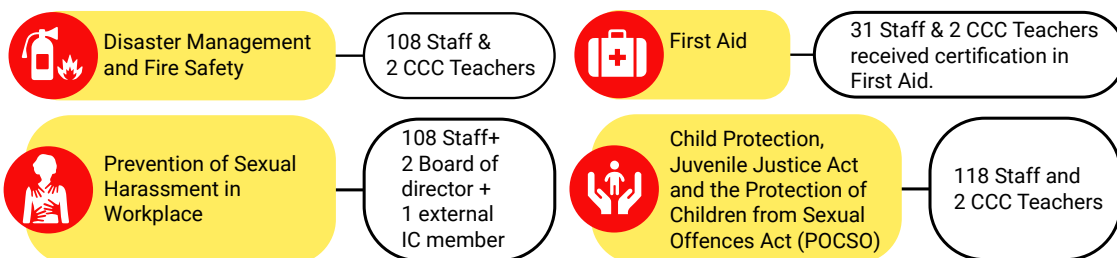
Building capacity of the staff

Our grassroots team makes up the core of our organization and is a direct link between us and the communities with which we work. Thus, we make a significant investment in building the capacities of our teachers. This effort is crucial to MMC's past and future success. With capable and knowledgeable staff members at the helm of the organization, MMC will continue to serve migrant children and help develop child care capacities. Here is a snapshot of training session we conducted this past year;



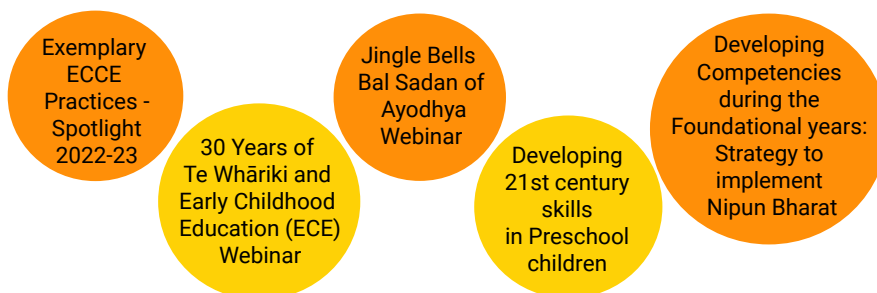


A. Child Protection and Safety



B. Curriculum and Teaching

MMC's education team and teachers participated in the following workshops organized by the Association for Early Childhood Education and Development (AECED):



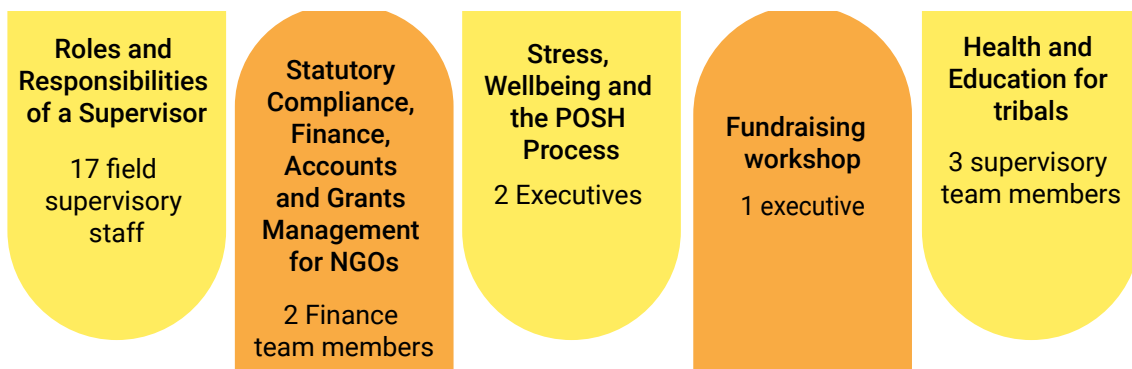
Broadening Horizons

Workshop for MMC Team



C. Administration and Management

Apart from the above, our staff attended the following Supervisory Development Workshops:



D. Compliances

RISK COMMITTEE MEETING	RISK CHAMPION- PROGRAMME STAFF	RISK CHAMPION- NON PROGRAMME STAFF
Frequency Quarterly	Frequency Monthly	Frequency Monthly
Number of meetings held 4	Number of meetings held 12	Number of meetings held 12

E. Exposure visits:

In March 2024, 25 MMC staff members visited QUEST (Quality Education Support Trust). This organization has designed various programmes for tribal and rural schools, teachers and teacher educators. To enhance the learning experience of 3- to 6-year-old children, QUEST initiated the Palvee project aimed at transforming Anganwadis into vibrant centres of Early Childhood Education. Our teachers had the opportunity to go through the ECCE material developed by QUEST.

This year, with the generous support of Bajaj Alliance Life Insurance General Ltd, we once again hosted our Annual Staff Social. It provided a wonderful opportunity for more than 70 staff members to visit Umed Foundation, an NGO working with children of migrant sugarcane workers. It was a great way to exchange ideas and explore the opportunity of collaboration as a 'Knowledge Partner'. In addition to visiting the NGO, staff members also enjoyed some sightseeing around Kolhapur such as Panhala Fort, Chatrapati Shahu Maharaj Museum, Rankala Lake, temples etc.



10. Travel

National Travel

Name and Designation	Destination	Purpose	Expenditure
Prachi Chavan, Education Officer Shilpa Jambulkar, Programme Coordinator Anita Gajbhare, Programme Officer Sharda Wankhede, Community Organiser	Kazipet, Telangana	Three days workshop organised by Bala Vikasa on Appreciative Community Leadership	₹. 21,240 borne by Sajjan India, ₹ 4,000 borne by Solutia Chemicals and ₹ 9,320 borne by MMC
Ranjana Khirade, Programme Associate Prachi Chavan, Education Officer Shashikala Chikane, Assistant Programme Coordinator Archana Singh, Programme Officer Manisha Patil, Programme Officer and Teachers	Wada	Exposure Visit at the QUEST Organisation.	₹ 22,311 borne by Godrej, Bajaj, Kotak and ₹ 4,349 borne by MMC
Pradeep Shinde Sr Programme Coordinator Sunita More, Programme Associate Samina Pirjade, Programme Officer	Pune	Workshop on Health and Education for tribals. organised by AROEHAN	₹ 3,758 borne by MMC
Shweta Kolge, Training Officer Manjula Shelar, APC Anita Gajbhare, Programme Officer Samina Pirjade, Programme Officer Bal Palika Trainees	Alibaug	Exposure visits to SOS Children's Village	₹. 15,581 borne by Schindler India Pvt. Ltd. and Bajaj Allianz Life Insurance Co Ltd

International Travel

No international travel was undertaken during the financial year 2023-2024 by any staff as well as Board of Directors.

11. Governance

Our Board

Name	Age	Position	Occupation	Board Meetings Attended
Mr. Ashok Mahadevan	75	President	Social Service	2
Mrs. Nalini Chhugani	86	Secretary	Social Service	4
Mr. Raghavan Shastri	71	Director	Corporate Legal Advisor	4
Mrs. Vaishali Deodhar	67	Director	Social Service	3
Ms. Devika Mahadevan	46	Director	Social Service	1
Mrs. Vrishali Pispati	53	Director	Consultant	4
Ms. Shagoofa Rashid Khan	49	Director	Lawyer	4
Dr. Vrinda Datta	68	Director	Consultant	2

Of the eight 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 2023-24.

Details of Board Meetings

Sr. No	Date	Attendance
1	June 24, 2023	7/8
2	August 12, 2023	6/8
3	December 23, 2023	5/8
4	March 30, 2024	6/8
5	September 23, 2023 (AGM)	4/8

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

MMC has zero tolerance for sexual harassment at the workplace and has adopted a Policy on prevention, prohibition and redressal of sexual harassment at the workplace in line with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 for prevention and redressal of complaints. MMC has not received any complaint of sexual harassment during financial year 2023-2024.

12. Financials

Detailed Income and Expenditure Account

Year Ended 31st March, 2024

Particulars	Amount in Rs.	
	For the year ended, 31 st March 2024	For the year ended, 31 st March 2023
<u>Income</u>		
Grant and Donations	5,94,53,893	5,33,53,414
Other Income	91,03,484	64,94,048
Total Income	6,85,57,377	5,98,47,463
<u>Expenses</u>		
Employee Benefits Expense	2,92,11,733	2,90,94,305
Depreciation and Amortization Expense	9,45,775	9,71,022
Other Expenses	3,30,91,345	2,82,39,427
Total Expenses	6,32,48,854	5,83,04,753
Excess of Income over Expenditure before exceptional item, prior period expenses and Tax Expenses	53,08,523	15,42,709
<u>Exceptional Item</u>	-	-
Excess of Income over Expenditure	53,08,523	15,42,709

Abridged Balance Sheet as of 31st March, 2024

Particulars	As at 31st March, 2024	As at 31st March, 2023
<u>FUNDS AND LIABILITIES</u>		
Corpus and Other Funds	8,66,15,858	8,54,96,621
Reserves and Surplus	7,04,80,188	6,44,03,688
Non current Liabilities		
Long-Term Provisions	60,93,794	52,04,667
Current Liabilities		
Other Current Liabilities	1,60,62,716	1,07,63,569
Short-Term Provisions	11,73,410	14,38,111
Total	18,04,25,968	16,73,06,657
<u>ASSETS</u>		
Non-Current Assets		
Property, Plant and Equipment		
Tangible Assets	77,85,987	77,95,408
Intangible Assets	70,734	94,334
Long Term Loans and Advances	25,36,714	22,10,117
Current Assets		
Cash and Cash Equivalents	16,81,25,609	15,38,55,829
Other Current Assets	19,06,922	33,50,967
Total	18,04,25,968	16,73,06,657



Receipts and Payments for the F.Y. 2023-2024

Receipts	Amount (₹)	Payments	Amount (₹)
Opening Balance		Fixed Assets Acquired by	
Bank Accounts	1,55,67,245	MMC	1,76,700
Cash-in-hand	24,160	Investments	7,00,35,000
Corpus Fund	11,35,001	Special Purpose Fund	3,68,280
Investments	5,62,25,928	Current Liabilities	3,15,83,440
Special Purpose Fund	3,68,280	Accumulation Fund	7,13,620
Current Liabilities	11,33,009	Admin Expenses	11,96,485
Sales Accounts	2,250	Foreign Donation Utilised	88,477
Approved Projects/Grants	5,63,48,309	Field Programme Expenses	37,15,187
Donation Received	1,02,48,316	Approved Projects/Grants	2,66,71,741
Foreign Ind Donation Recd	1,32,255	Foreign Int Utilised	4,61,435
Interest on Investment	77,77,778	Other Current Assets	14,13,520
Other Current Assets	35,19,042	Fund Raising Expenditure	24,973
Other Income	19,399	Closing Balance	
		Bank Accounts	1,59,98,316
		Cash-in-hand	53,797
Total	15,25,00,971	Total	15,25,00,971

Auditors, Legal Advisor and 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 Shah & Associates LLP (Formerly known as M A Parikh & Co.)

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

Internal Auditor

Kalyaniwalla & Mistry LLP, Chartered Accountants

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

Practicing Company Secretaries

M/s Robert Pavrey and Associates,

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

Bankers

UCO Bank

Madame Cama Road, Mumbai - 400 039.

Canara Bank

Wesely Church Hall Colaba, Mumbai-400 039.

State Bank of India

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

Bank of Baroda

Esperanca Building, Shahid Bhagat Singh Road, Colaba, Mumbai - 400 039.

Standard Chartered Bank

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

State Bank of India designated FCRA Account

FCRA Cell, 4th Floor, New Delhi Main Branch, 11, Sansad Marg, New Delhi-110001.

Kotak Mahindra Bank

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

Registrations:

Mumbai Mobile Creches is registered under:

1. Section 25 of the Companies Act, 1956, CIN: U80101MH2006NPL164821
2. Section 12A of the Income Tax Act 1961. Registration number: 40472 with effect from 22.09.2006. Provisional registration No.- AAECM8167HE20214 valid for the period AY 2022-2023 to AY 2026-2027
3. Section 80-G of the Income Tax Act 1961. Registration number: 80G/2251/2007/2008-09 dated 28.02.2008. Provisional approval No. AAECM8167HF20214. Valid for the period AY 2022-23 to AY 2026-27
4. FCRA Registration; Registration number: 083781225, Valid up to 31st March 2028
5. National CSR Hub at the Tata Institute of Social Sciences, Mumbai; Hub code: A/1/17/03/943
6. NGO Darpan NITI Aayog, Government of India; Unique ID: MH/2009/000134
7. CSR 1 Registration, MHA, Government of India; Registration No.: CSR00001732



Salaries and Benefits

Annual Salaries and Benefits

Name	Designation	Rs.
Frahinsa Rodrigues	Chief Executive	13,74,780
Three Highest Paid Full Time Staff		
Pradeep Shinde	Programme Coordinator	8,64,612
Aarati Morvekar	Finance & Compliance Officer	7,47,012
Mangesh Jagdhane	Research & Documentation Coordinator	6,87,867
Lowest Paid Full Time Staff		
Anjali Asbe	Teacher	1,86,039
Highest Paid Part Time Staff		
Vrushali Naik	Programme Coordinator	4,72,353
Lowest Paid Part Time Staff		
Harshada Tate	Teacher	1,18,178

Monthly Salaries and Benefits

Rs	Men	Women	Total
Less than 5,000	0	0	0
5,000-10,000	0	4*	4
10,000-25,000	5	85	90
Above 25,000	2	7	9

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



13. Volunteers

Friends of MMC

MMC thanks all the individuals, companies, organizations and corporations who have enthusiastically supported us. We are so grateful for their dedication to MMC's mission to provide a happy, healthy and educated childhood for the children living on construction sites and in other marginalized communities.

Our volunteers have spent countless hours in our office and in our day care centres. Their commitment was amazing. They made this year a success for MMC and we are confident that, with their continued support, next year will be even more successful.

Here's what some students of the American School of Bombay (ASB) had to say about their interaction with our children–

I'm feeling great about MMC children's visit to ASB! We got to spend a lot of time together and build connections, even without speaking the same language.

One highlight was meeting an MMC child who did the same activity as me. He seemed to recognise me too, and it was so good to see a familiar face!

- **Aditi Parashar, American School of Bombay, Mumbai.**

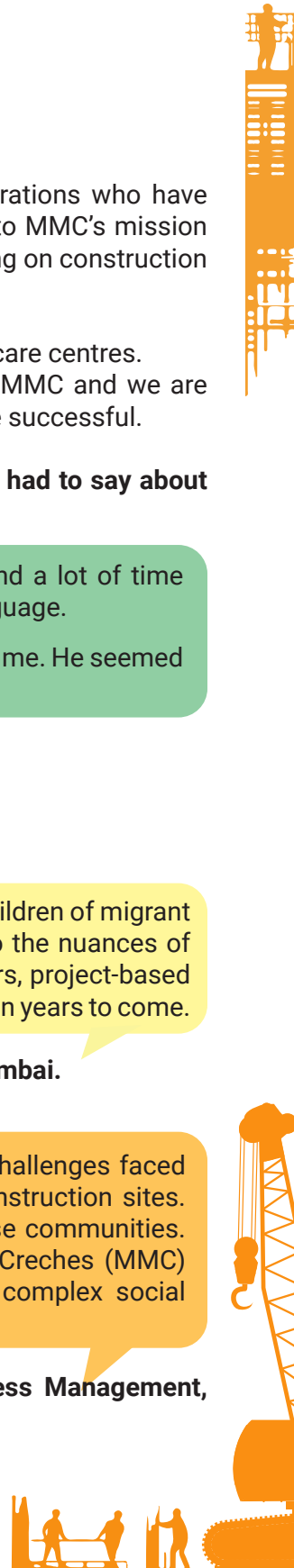
Volunteers' Reflections at MMC

My internship at MMC was a journey into the heart of educating the children of migrant workers. It gave me invaluable practical experience and insights into the nuances of teaching. The lessons I learned here about the importance of teachers, project-based teaching, and interactive teaching methods will shape my perspective in years to come.

- **Rohan Bose, M.A. in HRM & LR, Tata Institute of Social Sciences, Mumbai.**

During the internship, our team gained invaluable insights into the challenges faced by migrant workers and their families, especially those living on construction sites. We realized the importance of addressing the holistic needs of these communities. Witnessing firsthand the dedication and impact of Mumbai Mobile Creches (MMC) highlighted the importance of grassroot organizations in tackling complex social issues.

- **Amit Gupta & Armaan Valjee, MBA Programme, School of Business Management, NMIMS Mumbai.**





14. Supporters

Thank you

The compassion of our supporters gave us the confidence to achieve multiple milestones and strengthened our work! Heartfelt thanks to them for their belief in our cause, and their generosity and dedication to changing the lives of our children. Our reach and success would not have been possible without their unwavering support!

- Our Advisory Panel members - Mr. Bharat Goyal, Mrs. Malini Thadani, Dr. Nilima Mehta, Mr. Pirojsha Godrej, Ms. Purnima Thacker and Dr. Shobha Anand Udipi - have been a huge support to our mission. We thank them for their invaluable guidance.
- We thank Verein Mobile Krippen, Freiburg, Germany for their decades-long support.
- Many thanks to Mr. Gunther Pankoke for his long-standing support.
- Our new funders Capri Global Housing Finance Ltd., HDFC Capital Advisors Ltd., and Sajjan India Limited, demonstrated their encouraging faith in MMC's work by supporting MMC generously last year. We look forward to their continuous support in the coming year.
- We sincerely thank Ms. Purnima Thacker and Ms. Rishita Chandra from 'Know Your Art' for their generous donation towards our children's annual camp and for conducting art sessions at our centres.
- Our thanks to Mr. Steven Swaby for voluntarily teaching English and football to our children.
- Many thanks to volunteers Mira Dhall, Tanishq Desai, Xaviera Vranka and Zeleika Vranka for teaching English, Maths and conducting art & craft activities.
- Many thanks to Mr. Arpan Thanawala and M/s Thanawala Consultancy Services, for their pro bono support in finance.
- Our sincere gratitude to our empanelled doctors Dr. Anagha Patil, Dr. Jigar Raut, Dr. Madhav Jogalekar, Dr. Megha Jogalekar, Dr. Mitesh Patil, Dr. Prashant Patil, Dr. Prashant Shrikhande, Dr. Priyadarshani Phatak, Dr. Raghunath Dangi and Dr. Suhas Jagdale for going the extra mile in taking care of our children.
- Our sincere thanks to the Centre for Advancement of Philanthropy for providing guidance on legal, financial and human resources.
- We are thankful to the Stephen High School for the Deaf and Aphasic and Mr. Vishal Mahakalkar for conducting an ear camp and awareness session.
- Special thanks to Headways Early Learning Centre for donation of toys, teaching-learning-aids and stationary material for our children.
- Saifee Nursery - for visiting one of our day care centres for a field trip of their students to commemorate World Food Day.
- Many thanks to the Rajhans School, Andheri for organising Annual Sports Day for MMC children.
- Our sincere thanks to American School of Bombay for organising football, and sessions around our monthly theme for our children.
- Many thanks to Inner Wheel Club of Hiranandani Estate, Thane for celebrating Christmas with our children.

- We appreciate the support of Mrs. Bharati Bhoje, ANM from Balkumb Health Post for conducting health awareness sessions.
- We would like to thank Mr. Kamble & Dr. Punam Jaykar from Dhagaon PHC sub centre, Kalyan, for conducting awareness sessions on Dengue and Malaria on construction site.
- Many thanks to Pratham Education Foundation, Kotak Education Foundation and Mr. Viren from Tata Strive Skill training for conducting skill orientations and training sessions for community members and contractors on construction.
- We thank team members from Owens Corning India Pvt. Ltd for participating in arts and crafts activities with our children.
- Many thanks to volunteers from Accenture India, Google India, HDB Financial Services, Hershey India Pvt. Ltd., Reliance Foundation, Tata Consultancy Services and Tata Consumers Ltd for organising activities and donation of stationeries for our children.
- Special thanks to Tata Trent for organising Christmas party and games for our children at their office.
- Many thanks to the ladies from the MCHI (Maharashtra Chamber of Housing Industry) Women's Wing for spending time with our children, donating toys and teaching-aids.
- We are grateful to the CREDAI-MCHI for organising a CSR tournament: a part of the 10th edition of the MCHI Premier League - MPL 10, for our children.
- We thank Maharashtra Labor Welfare Board (MLWB) for organising deaddiction sessions for construction workers.
- Many thanks to SNEHA for conducting sessions on importance of breastfeeding.
- A special thank to Rubaroo Breaking Silences Foundation for conducting awareness sessions on child sexual abuse with our older children and parents.
- Many thanks to Hands of Hope Foundation - for conducting Personal Safety Education sessions for our children, with a focus on child sexual abuse.
- We would like to thank Jansahas Foundation for conducting awareness sessions and BOCWA & eShram card registrations.
- We are very thankful to Sri Sathya Sai Sanjeevani Centre for Child Heart Care & Training in Paediatric Cardiac Skills, for organising cardiac screening camps for our children and pregnant & lactating mothers.
- A special thank you to the Trunk Museum, for conducting educational sessions on India's first ancient civilisations for our children.
- Many thanks to Mr. Naozad Sirwalla, our Director Ms. Shagoofa Rashid Khan and all individual runners who supported us by running in Mumbai Marathon, 2024.
- Many thanks to all donors who donated to MMC through platform like Benevity, Give Foundation, Giving Impetus to Voluntary Effort (GIVE), Saathi Re.
- We are grateful to Inner Wheel Club of Hiranandani Estate, Thane for organising sports for our children

Donations

We are extremely grateful to the management of the Indian Hotels Company Limited for graciously providing the premises for our administrative office.





Donations: Individuals (Rs. 5000/- and above)

We are deeply thankful to the following individuals:

Frahinsa Rodrigues
Gaurav Wakankar
Minaxi Haksar
Nakuleesh Sharma
Natasha Albuquerque
Nikhil Marwaha

Priyanka Morvekar
Raghavan Shastri
Rajeev Ohol
Satyendranath Bhat
Sejal Waghela
Vrushali & Mr. Sameer Naik

Donations and Earmarked Grants: Organizations, Trusts and Foundations

Our sincere thanks to the following organizations:

Azim Premji Philanthropic Initiatives
Child Vikaas International
Give Foundation
Give Foundation INC. (Give Foundation US)
Giving Impetus to Voluntary Effort (GIVE)
Maharashtra Chamber of Housing Industry
Online Giving Foundation

Reliance Foundation
Saathi Re
The Public Charitable Trust
Verein Mobile Krippen
UK Online Giving Foundation
United Way of Mumbai
United World College of South East Asia

Donations and Earmarked Grants: Corporates /LLP

We are deeply thankful to the following companies:

Anamudi Real Estates LLP
Bajaj Allianz Life Insurance Company Ltd.
Bajaj Finance Ltd.
B.G. Shirke Construction Technology Pvt Ltd.
Capri Global Housing Finance Limited
Coface India Credit Management Services Pvt. Ltd.
Eastman Chemicals India Pvt. Ltd.
Gigaplex Estate Pvt. Ltd.
Godrej Seeds and Genetics Ltd.
HDFC Capital Advisors Pvt. Ltd.

HGP Community Pvt. Ltd.
Indfrag Biosciences Pvt. Ltd.
Kaptson Constructions Pvt. Ltd.
Kotak Mahindra Investments Ltd.
Medusand Solutions India Pvt Ltd.
Owens- Corning (India) Pvt. Ltd.
Roma Builders Pvt. Ltd.
Sajjan India Ltd.
Schindler India Pvt. Ltd.,
Western Consolidated Pvt. Ltd.
Western Union Services India Pvt. Ltd.

Donations in kind

We thank all the individuals, companies and organizations who donated essential materials.



15. Centres Operated


Name and Address of Centres Run

April 2023 to March 2024

MMC Day Care Centres on Construction Sites

- H.C.C., Hiranandani Gardens, Next to Hakone Amusement Park, near Powai Plaza, Central Avenue, Powai, Mumbai - 400076.
- B. G. Shirke Constructions, near Sahayog Hospital, behind MGM School, near Yashwant Nagar, Virar West - 401303.
- Bhakti Park, Ajmera Realty & Infra India Ltd., Labour Camp, Opposite MHADA Colony, near Imax Theatre, Wadala, Mumbai- 400037.
- Patlipada - II, Hiranandani Estate, Opposite Roda's Building, Khaadi site Labour Camp, Patlipada, Off Ghodbunder Road, Thane West - 400607.
- Airoli-Patni, Gigaplex Estate Pvt. Ltd., Plot No. IT-C Industrial Area, Airoli Knowledge Park, MIDC, Navi Mumbai- 400708.
- B. G. Shirke Constructions, behind B. G. Shirke Office or Old Police Station, near Building No. 10 D, Kannamwar Nagar 2, Vikhroli East, Mumbai- 400083.
- B. G. Shirke Constructions, Bombay Dyeing Mill, near Bhoiwada Hindu Smashan Bhoomi, Wadala, Mumbai – 400014.
- B. G. Shirke Constructions, P. M. G. P. Colony, opposite Mahim Nature Park, Dharavi, Mumbai- 400 017.
- Kapstone Constructions Pvt. Ltd. (Rustomjee), Majiwada, Thane West - 400601.
- B. G. Shirke Constructions, Project Taloja Phase 2, Petali Gaon, Sector 26, Pendhar, Kharghar, Navi Mumbai- 410208.
- B. G. Shirke Constructions, Project Taloja Phase 2, (Pendhar 2), Labour camp, Pendhar Gaon, Sector 29, Pendhar, Kharghar, Navi Mumbai- 410208.
- B. G. Shirke Constructions, Project Taloja Phase 2, (Pendhar 3)1423, Pendhar Gaon, Sector 32, Pendhar, Kharghar, Navi Mumbai- 410208.
- B. G. Shirke Constructions, Project Taloja Phase 2, (Pendhar 4), Pendhar Gaon, Sector 36, Pendhar, Kharghar, Navi Mumbai- 410208.
- B. G. Shirke Constructions, At & Post Shirdhon, Taluka - Kalyan, District - Thane - 421204.
- B. G. Shirke Constructions, Prem Nagar, near Venus Joggers Park, Goregaon West, Mumbai – 400104.
- B. G. Shirke Constructions, Bangur Nagar, opposite Hyper City, Link Road, Goregaon West, Mumbai - 400104.
- B. G. Shirke Constructions, MHADA Tunga Powai Project, Opposite Powai Lake, near Union Bank, Powai, Mumbai- 400 076.
- B. G. Shirke Constructions, Manufacturing Unit, Patalganga, Rasayani, District Raigad – 410220.
- Rosa Manhattan, Opposite Flora Building, Hiranandani Estate, Ghodbunder Road, Thane West, Thane- 400607





Special Projects – Day Care Centres

Slums

- Room No. 481, Darga road, Khindipada, Bhandup Complex, Mulund West, Mumbai - 400080.
- Room No. 49, Korba Mithaghar, Ramamata Wadi, Opposite Wadala Police Chowki, Wadala East, Mumbai - 400037.

Brick Kilns

- Brick kiln site of Bhagat and Madhavi at Bhingari Gaon, next to Railway Bridge, Taluka Panvel, District Raigad – 410206.
- Brick kiln site of Gopinath and Rajesh Bhagat, opposite Usarli Zilla Parishad School and Panchavati Riverside CHS, Usarli, Panvel, District Raigad – 410206.
- Brick kiln site of Santosh Bhagat, Sector 26, Kamothe, Behind MGM Hospital, near Ganesh Mandir, Navpada Gaon, Navi Mumbai – 410206
- Tara Veetbhatti, Tara Village, Mumbai-Goa Highway, Panvel, District- Raigad- 410207.
- Brick kiln site of Vipul Kantibhai Prajapati, Tilher Village, Taluka – Vasai, District Palghar- 401303.
- Brick kiln site of Avinash, Nagzari Gaon, Kalyan-Khoni Bypass Road, Taloja MIDC, behind 7/12 Dhaba, Nagzari, Panvel, District Raigad - 410208.
- Brick kiln site of Roshan Patil, near Dyaneshwar Mauli Mathadi Kamgar Housing Society, Vichumbe, New Panvel, District Raigad - 410206.
- Brick kiln site of Ramesh Patil, behind Arihant Housing Society, Panvel-Matheran Road, Koproli, Panvel, Dist. - Raigad - 410206
- Brick kiln site of Dadu Bharmuke. At & Post Mamnoli, Behind Prajyot Dhaba, Malshej Ghat-Nagar Road, Taluka Kalyan, District Thane - 421103.
- Khoni 1 - Near MHADA building, Opp. Kanka lodging, Badlapur Highway Road, Khoni.
- Khoni 2 - Near MHADA building, Opp. Kanka lodging, Badlapur Highway Road, Khoni.

Quarry sites (Stone crushing sites)

- Bhavesh Stone Crushing, Stone Quarry, At Post Jasai, Opp. B. G. Shirke Co., Tal. - Uran, District Raigad - 410206.
- B. G. Shirke Constructions, Nirmitee Kendra, Uran-Panvel Road, Jasai, Navi Mumbai - 410208.



Community Outreach Programme (CORP) Sites

- Dharmacha Pada - Bramhand Road, Kiran Mill Colony, Thane West, Thane- 400607.
- Turfa Pada – Bramhand Road, near Hiranandani Estate, Thane West, Thane – 400607.
- Mahalaxmi Nagar, Dadlani Park, Balkum, Thane West, Thane – 400608.
- Peruchi Wadi, Rasayani, Khalapur, Raigad Dist – 410220.
- Roadpali, Kalamboli, Navi Mumbai – 410206

Builder Managed Child Care Centres

- North JP-Infra, Near RNA Viva site, Ghodbunder Village Road, Kashimira, Mira Road East, Mira Bhayandar, Thane- 401107.
- Khoni, B. G. Shirke Constructions, At & Post Khoni, Taluka - Kalyan, District Thane - 421204.
- Bhandarli, B.G. Shirke construction, At & Post Bhandarli, Taluka- Ghoteghar, District- Thane – 421204.
- Sidus Buildcon India Private Ltd, Sector 11, Nerul (East), Navi Mumbai, Maharashtra 400706

Care – on - Wheels – Mobile Bus Education Sites

- EIRENE, Runwal Developers, Opposite Runwal Garden City, Balkum Pada, Thane West, Thane-400608
- Bhoomi Acres Phase- 2, Bhoomi Acres, Hiranandani Estate, Thane – 400615.
- D.S. Mahavir Kalpavriksha, Ghodbunder Road, behind Hypercity Mall, Kasarvadavali, Thane West, Thane- 400615.
- Vijay Patil Chawl, Dadlani Road, Balkum, near Narendra Vasahat, Bhoir ground, Thane West, Thane- 400608
- Highland Spring, Opposite Narayana School, Near Balkum Naka, Thane West, Thane- 400608.
- Pushpanjali – Nr. DS center, Mahavir Kalpbridge, Kasarwadavli, Nr. Parijat Garden Society, Ghodbandar Road, Thane West
- Raunak Unnathi Woods, Anand Nagar, Near Muchhala Polytechnic College, Ghodbunder Road, Thane West-400607.
- Regency group near Hiranandani, Dhrama pada, Thane(West)- 400607



Artwork by MMC Children

16. MMC in Media

Advocating the need of day care centres for working mothers

Day care facilities have become a necessity for working mothers and the Maharashtra Government is keen on setting up centres for children from birth to 18 years. Ms. Aditi Tatkare, the State's Minister of Women and Child Development, invited MMC along with other organisations for a preliminary meeting to discuss setting up centres in BMC schools.



Learn more - <https://timesofindia.indiatimes.com/city/mumbai/govt-policy-on-creches-to-be-unveiled-soon/articleshow/102628434.cms>

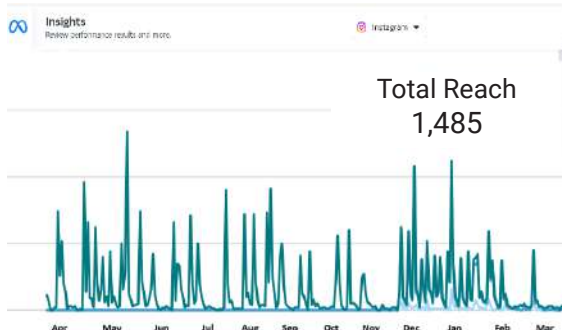
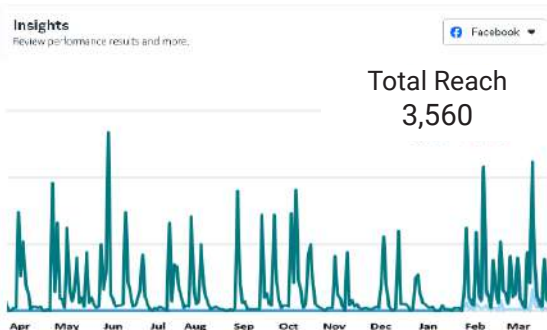
MMC in Social Media

Facebook link -

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

Instagram link -

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



Twitter: 607 Followers - https://twitter.com/mmc_ngo



LinkedIn: 1043 Followers - <https://www.linkedin.com/company/2889317/admin/>



Youtube: 734 subscribers - <https://www.youtube.com/user/mumbaimobilecreches>



Mumbai Mobile Creches

1st Floor, Abbas Building, Mereweather Road, Colaba, Mumbai - 400 001

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www.mumbaimobilecreches.org

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