



ANNUAL REPORT

2024- 2025



years of journey.....



**ANNUAL
REPORT
2024-2025**

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» Design - Ms. Madhura Naik	

FROM THE CEO'S DESK

Dear Friends,

"I firmly believe that true learning only takes root in a nourished body and a peaceful mind and that hunger saps strength; illness dims spirit; and ignorance stifles dreams. Every child deserves the chance to thrive and to reach for a brighter tomorrow".

Guided by this philosophy of care, Mumbai Mobile Creches (MMC) strives to ensure the care, education, and support children of migrant construction workers and allied industries need and deserve. As we complete the 52 years of our journey, we reaffirm our mission to create brighter, safer futures and joyful childhoods for every child we encounter.

This year, we operated 19 Day Care Centres, eight Mobile Bus Centres, 15 Special Projects, two Child Care Centres, and five Community Outreach Centres, each serving as a beacon of hope for children in need. With unwavering dedication and relentless effort, our team successfully expanded the day care programme to six new seasonal brick kiln sites, increasing our reach from five to eleven. Thus, touching the lives of 3920 children, providing them not just safety and care, but a nurturing space to learn, grow and dream bigger & brighter.

At MMC, we believe learning goes far beyond textbooks. Last year, our co-curricular programmes grew significantly in both depth and reach - A key highlight was the Chess Tournament, which ignited enthusiasm and sharpened strategic thinking among young minds. Our Life Skills Education Programme was extended beyond children of construction workers to include those from brick kiln and quarry sites, with content carefully tailored to address their psychosocial and emotional needs, while our Tablet-based Learning programme expanded from four to twelve centres. We are proud to share that our interactive academic curriculum, successfully integrate 175 children into formal schools.

On 17 November, 2024, eleven Mumbai NGOs and MMC hosted "Children Speak: A Collective Commitment in Empowering Children's Voices." The forum brought together children from diverse communities to identify, express, and advocate for their rights, encouraging collective action on issues affecting their well-being.

Academics thrive when paired with joy, creativity, and hands-on experiences. In 2024-25, MMC championed holistic development through events like Khel Mahotsav, Shramadaan, Book Week, Puppet Week, and Health Week—sparking curiosity, building confidence, instilling teamwork, creativity, environmental responsibility, and vital life skills.

We take immense pride in our Fire Safety and Disaster Management Mock Drill Sessions, which have proven to be life-saving. Thanks to this training, community members responded swiftly and calmly when a small fire broke out, effectively managing the situation without any casualties. The builders all commended MMC and its team for this initiative, acknowledging how community preparedness directly led to a safe and effective response.

A highlight was the Annual Camp in December 2024, where 470 children left behind the hardships of construction sites to relax, explore, and enjoy nature. Also, over 200 children experienced new world of learning and wonder, sparking curiosity and planting seeds of hope for a brighter future. From the Byculla Zoo and Dr. Bhau Daji Lad Museum to Google's Mumbai office, routine days were transformed into unforgettable journeys of discovery.

Our health and nutrition programme continued to ensure children's physical growth and development needs were met. We strengthened our collaboration with the Government's Integrated Child Development Services for nutritious meals for our children. Additionally, our health programme continues to be a cornerstone of positive change, bringing meaningful improvements to children's lives. Through relentless growth monitoring and dedicated follow ups, many malnourished children made steady, visible progress. At our Annual Health Camps, over 1500 children were screened for eye, ear, and dental issues—enabling early intervention and supporting each child's journey to better health.

This year, we had the honour to showcase MMC's transformative work and deep-rooted commitment to children's wellbeing at two prestigious platforms: Social Impact Awards - Education & Skill Development and the Sustainable Futures: Interdisciplinary Perspectives on Education and Technology 5.0 conference - presenting our Comprehensive Day Care Programme, a long-standing initiative supporting children of migrant workers on construction sites, brick kilns, and other marginalized communities.

The path ahead is long, but our resolve is strong. Our advocacy work remains both urgent and essential as we continue to spotlight the challenges faced by the migrant communities. Our presence on key platforms this year helped bring to the mainstream often silenced voices and views - and we remain deeply committed to continue to do so. Our advocacy team facilitated skills training for 56 individuals, enabling over 2,000 BOCWA registrations and many other government benefits.

This year, our Bal Palika training empowered 21 women from slums and construction sites to become early childhood educators—building sustainable livelihoods while shaping young lives. In January 2025, we partnered with The Breakfast Revolution, training 94 ICDS teachers, blending theory with hands-on practice to boost classroom engagement and learning outcomes for children.

This year reminded us of the power of commitment and dedication at MMC. Every milestone we reach reflects the hands, hearts, and minds working together for our children's well-being. I gratefully acknowledge the exceptional dedication and collaboration that propelled our mission forward.

Our journey has been one of resilience, collaboration and meaningful progress. I am incredibly proud of what we have accomplished as an organization and extend my heartfelt gratitude to our Board of Directors and Advisory Panel for their unwavering support, thoughtful guidance, and vision. I am deeply grateful to our volunteers, builders, supporters, partner organizations, and donors whose belief in our mission has strengthened our work in countless ways.

My heartfelt thanks also go to our frontline staff—dedicated teachers, field, and administrative teams—whose tireless efforts ensure that every child, even in the most hard-to-reach places, is safe and receives the care, education, and protection they deserve.

With hope in our hearts and strength in our steps, we move forward, steadfast in our commitment to building brighter futures and upholding every child's right to care, learning, and safety.

Frahinsa Rodrigues
Chief Executive



MMC's Comprehensive Programme







**Sustainable
Developmental
Goals
(SDGs)
MMC
contributes to**



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

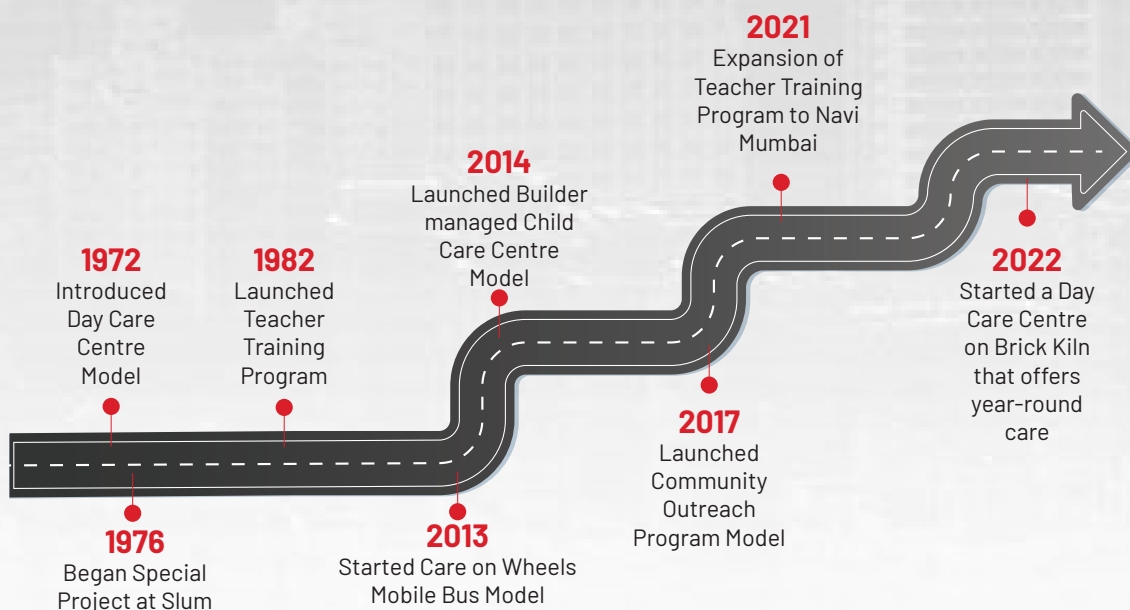
A nurturing and happy childhood for all children.

Our Mission

To promote child-friendly construction sites, where every child living on a construction site 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 eight Municipal Corporation areas in and around Mumbai.

Municipal Corporation of Greater Mumbai
Vasai-Virar City Municipal Corporation
Navi Mumbai Municipal Corporation
Mira Bhayandar Municipal Corporation
Khalapur Municipal Council

Thane Municipal Corporation
Kalyan Dombivli Municipal Corporation
Panvel Municipal Corporation
Uran Municipal Council

Our Reach

Day Care Centres (DCC) on Construction Sites







19 Day Care Centres
Operated on
Construction Sites

2,382 children reached

On an average, **934**
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 901 children reached On an average, 449 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 in age group of birth to six years and the other reaching children of ages three to six years. Two stone quarry sites were 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 Program 	8 sites for Education Programmes 258 children reached On an average, 135 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 twelfth year, continues to run education, nutrition and health care interventions on these sites.
Child Care Centres (CCC) managed by Builders 	2 Child Care Centres 44 children reached On an average, 20 children attended every month	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 builder the flexibility to launch a programme tailored to the site's condition and community needs, utilizing components of our traditional programme as required.
Community Outreach Program (CORP) Model 	5 sites 335 children reached On an average, 192 children attended every month	On construction sites and slums, where lack of space or other circumstances prevent us from setting up day care centres, we operate our Community Outreach Programme (CORP). An experienced team of field staff members run this programme twice a week on these sites. Several key elements from our standardized day care programmes are brought into this model.

Our Impact Through the Eyes of our Stakeholders

On behalf of our entire Urbania team, I would like to extend our heartfelt appreciation to Mumbai Mobile Crèche for the outstanding work you continue to do in providing education and support to the children of construction laborers.

Your tireless efforts in creating a safe, nurturing, and educational environment have made a remarkable difference in the lives of these children. The dedication of your team not only contributes to their academic growth but also ensures their holistic development through health, nutrition, and creative activities.


We are truly inspired by the impact you are making and are grateful for your partnership in uplifting the lives of families within our community. Your commitment continues to set an example for all of us, and we look forward to strengthening this association further.

Thank you once again for your invaluable contribution and the positive change you are bringing to society.


Naresh Thawa, Manager - Human Resources, Kapstone Constructions Pvt Ltd. Rustomjee Centre

Mr. Avinash Kate, Brick Kiln owner Nagzari

Mr. Shankar Patil, Brick Kiln owner, Khoni 2



सर्व शिक्षा अभियान
सारे शिकूवा, पढे जाऊया



जिल्हा परिषद केंद्र शाळा-खोशी, ता. कल्याण, जि.ठाणे

U-DISE No. 20210504801

जि.प.

क्र.सं. केंद्र शाळा खोशी
जिल्हा-ता.पं. जि. 2025
क्र.पं. 27210504801
दि. 11/09/2025

दाखला देण्यात येतो की, "सुखदे मोहोर्तन क्लेश" सेटर
व्ही.जि. खोशी, ता. कल्याण, जि. ठाणे ही वैदेशिक संस्था होण्याक-
बसण्यास प्रगत शिक्षण देत असतात. त्यानवडी वयोगातील
विद्यार्थी स्वप सुंदर संस्कार व सुशिक्षित करून आपल्या जिज्ञा
परिषद शाळेन जोतान. सदर सेटर मधील विद्यार्थी स्वप द्वाार
आहेत. Puppet ही अतिशय नुईरियाला सदर कतात हाका कतून
लिकत वस्तु- पपेट स्वपच सुंदर बनवतात. नेणेगेळ्या शांता पळून
मुक्त- आखव देखीन्याजर करताना. सदर विद्यार्थी मुळे
शाळेचा प्रगतीचा आगेरव उंचावतो

"सुखदे मोहोर्तन क्लेश" सेटरला खोशीला पुढील
वाटच्यालासी हादिक अगेरवला

Our Children

Children Reached

This past year, we reached 3,920 children through our various models across Mumbai Metropolitan Region (MMR). We ran and supported nineteen Day Care Centres, fifteen Special Projects Sites, two builder-managed Child Care Centres, five Community Outreach Models, and educational activities through our Care on Wheels – Mobile Bus at seven sites. On average, 1,730 children benefitted from MMC’s programs.

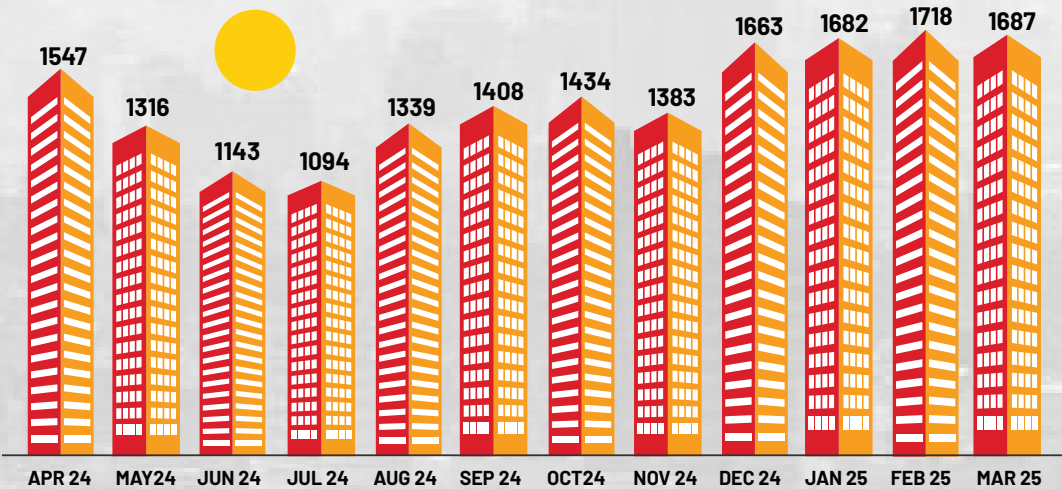


Figure 1: Month wise average number of children served by MMC in 2024-2025

Age Distribution

Over 58 percent of the children were under the age of six—a group especially vulnerable when left in the care of older siblings while parents work long hours on construction sites. MMC is one of the few organisations dedicated to early childhood care. Our early intervention model not only provides a safe, nurturing environment for young children, but also frees older siblings to return to learning.

Creche (birth – 3 years)	24% Children
Balwadi (3 – 6 years)	33% Children
After School Support (6 – 14 years)	43% Children



Gender Distribution

While the gender balance at our centres was nearly equal this year—51 percent boys and 49 percent girls—we see fewer girls as the age group increases. This is usually because families choose to leave their older girl children in the care of extended family members in their villages.

Creche		Balwadi		After School Support	
50% Girls	50% Boys	50% Girls	50% Boys	49% Girls	51% Boys
Total no. of Girls		49%			
Total no. of Boys		51%			



Figure 2 : Gender distribution of our children

Length of stay

76 percent of construction workers' children stayed at our centres for less than six months (Figure 3). This constant movement means that when a child is enrolled at MMC, neither the family nor our teachers know how long the child will remain with us. Such unpredictability makes it difficult to measure our programme's impact using conventional quantitative methods. As a result, the most meaningful way to capture how MMC impacts children's lives is applying qualitative approaches—especially case studies.

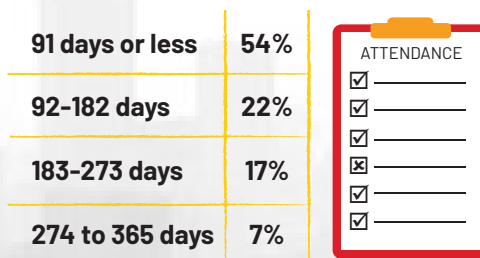


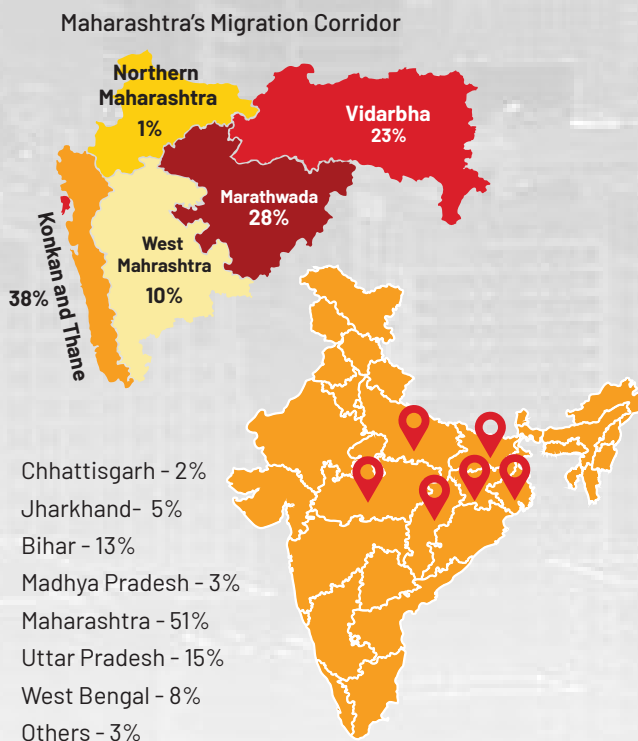
Fig: 3 - Length of stay of children at the centres

Recognising the limited time we have with migrant children, our focus extends beyond the child alone—we strive to empower parents and caregivers so that the children's educational and health needs continue to be met even after they leave our centres.

Migration

Analysing migration corridors reveals that this year 51 percent of the children from Maharashtra came from the drought prone areas of Marathwada and Vidarbha region. The state - wise distribution reveals migration from Delhi and 19 different states in India in the past year. Many of the families MMC works with were previously farmers, and they continue to practise seasonal farming, in their native homes 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 a livelihood.

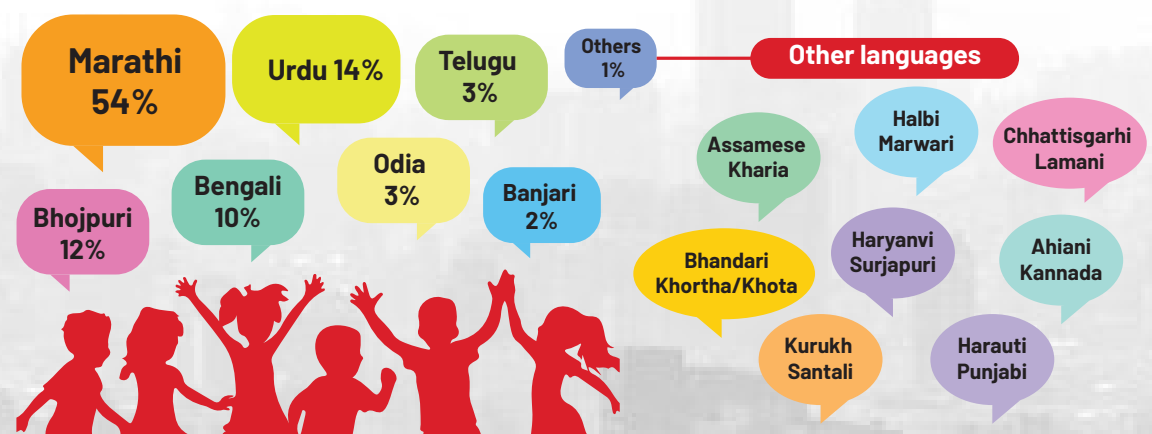
The second highest number of children were from Uttar Pradesh followed by Bihar and West Bengal.



Linguistic Diversity

Children on our sites spoke over 25 different languages. From Bhojpuri to Marathi to Bengali, every child brought a unique voice. At MMC, we recognize that language should never be a barrier to belonging and we actively try to create inclusive learning spaces that honour every child's background. Through a thematic, play-based approach, our educators build language-rich environments that foster confidence, expression, and a sense of belonging.

Close to half i.e. 55 percent of our children speak Marathi followed by 14 percent who speak Urdu. The remaining 31 percent of children came from diverse linguistic backgrounds and speak languages like Bengali, Bhojpuri, Banjari, Odia, and others.



Profile of Our Community

Age Profile of Parents

Figure 4 presents the age profile of parents whose children attend our centres. Of the 2,279 parents almost 43 percent of fathers and 76 percent of mothers are under the age of 30. This reflects the nature of the construction workforce, where physically demanding and hazardous conditions require strength and stamina – resulting in a predominantly young labour force.

Consequently, their children are also very young, highly vulnerable, and in need of consistent care, protection, and early stimulation. Further the highest proportion of mothers (32%) are below 25 years of age, while the largest group of fathers (35%) falls in the 26–30 age bracket. These findings highlight the critical importance of our early childhood interventions in supporting not just the children, but also their young, often first-time parents.

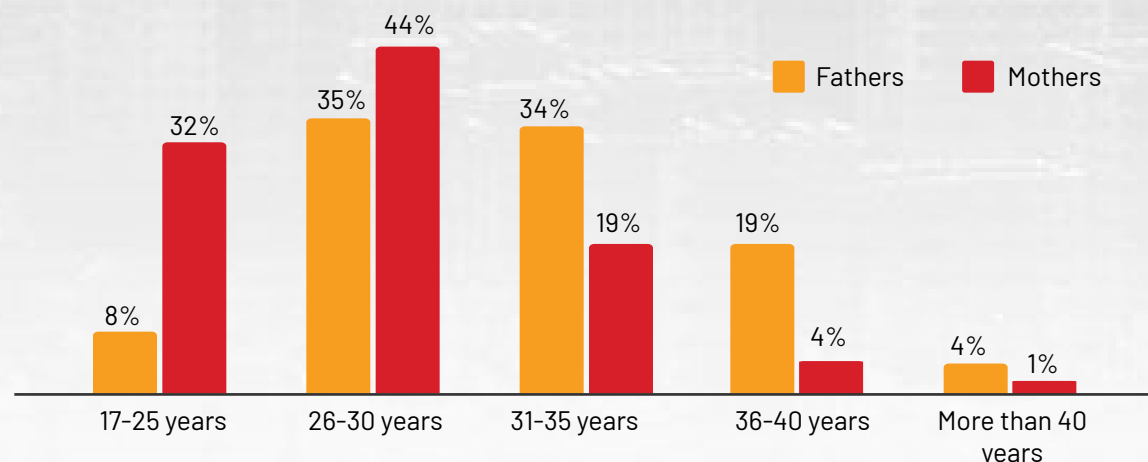


Fig: 4 – Age profile of parents of children who attended centres.

Educational level of parents

For many of the parents in our centres, school was a distant dream. Around 15 percent of fathers and 28 percent of mothers have never learned to read or write. Educational levels among mothers are notably lower than among fathers – only 8 percent of mothers have completed Class 12, compared to higher rates among fathers. Early marriage, deep-rooted gender norms, and poorly equipped schools in rural areas have kept many women – especially mothers – from completing even basic education. In fact, while 31 percent of fathers and 28 percent of mothers studied up to class 10, the gap in literacy reflects not just personal struggle, but systemic inequity. These are the very barriers MMC works with – one child, one parent at a time.

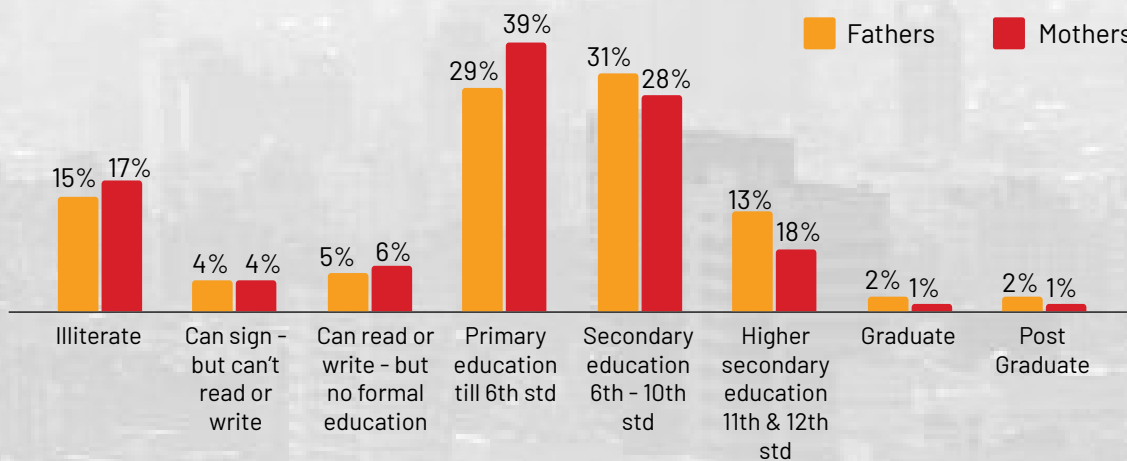


Fig: 5 - Educational level of parents of children who attended centres.



Artwork by Children

EDUCATION PROGRAMME

Education breaks down barriers - be it those of understanding, economics, or opportunity - and MMC has long recognized the importance of creating stimulating educational environments for early childhood learning. Over several decades, we have developed a robust early childhood care and education programme to meet the needs of children under six years. We employ a holistic approach that promotes healthy cognitive, emotional, linguistic, physical and social development of children.

Nearly, 60% of the children we serve are below the age of six, so we place a great deal of emphasis on Early Childhood Care and Education (ECCE). It lays the necessary linguistic and educational foundation for children to be well prepared when they enter school.

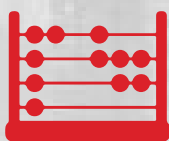
This past year we continued to strengthen our after-school programme for older children, focussing on subjects beyond a formal academic curriculum.



Chess Training



Tablet - Based learning



ABACUS








Life Skill Education



Exposure Visit

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

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

Thematic Approach to Learning

Our programme includes a wide range of age specific activities and hands-on experiments. The learning curriculum is developed around monthly themes, called 'Prakalp'. Lessons, games and activities are all related to the central theme and prepare children for school by promoting conceptual, physical and socioemotional development. A different topic is identified each month to keep children engaged and curious such as:

Prakalp Themes

**APRIL**

Transport

**MAY**

Khel Mahotsav

**JUNE**

Trees and Plants

**JULY**

Rain and Water

**AUGUST**Insects in
Monsoon
Season**SEPTEMBER**

Animals

**OCTOBER**

Fruits

**NOVEMBER**

Vegetables

**DECEMBER**Birds and Aquatic
Animals**JANUARY**

My Body and I

**FEBRUARY**My Family
and I**MARCH**Our Community
Helpers

Success Story

From Struggle to Success: The Power of Support in Building Dreams and Transforming Avinash and His Family

*Avinash, a 10-year-old boy, joined MMC's afterschool section when he was just eight years old. His parents and younger siblings migrated from Begusarai, Bihar, to Mumbai in search of work. His father started working as a labourer at the construction site of K Raheja, Airoli. With five children to support, it was extremely difficult for Avinash's parents to manage household expenses, especially since only his father was working.

During a community visit, an MMC teacher learned about Avinash's family from other parents at MMC. She made it a point to meet them and understand their situation. Being new to Mumbai, Avinash's mother was fearful of leaving her children alone, which is why she hesitated to seek employment. The MMC teacher reassured her and explained the benefits of MMC's comprehensive daycare centre. Encouraged by this, Avinash's mother visited the centre and was pleased with the level of care and safety provided. She readily agreed to enroll all five of her children at MMC. Avinash and his two sisters joined the after school study section, while one sibling was enrolled in the Creche, and another in our Balwadi.

Back home, Avinash and his siblings had never attended school. In Mumbai, they also faced an enormous language barrier. Avinash and his sisters struggled to understand their teachers, recognize alphabets, and read in Hindi. MMC teachers, used to patiently overcoming this barrier, encouraged the children. They helped Avinash and his sisters' associate words with objects and actions, and gradually built their vocabulary and comprehension. Over time, the children started understanding instructions, participating in activities, and communicating in Hindi.

The teachers soon noticed that Avinash was a quick learner. He even enjoyed teaching his sisters what he had learned. Seeing this progress, the MMC teacher encouraged Avinash's mother to enrol all her children in a formal school. However, the family faced a challenge—none of the children had an Aadhaar card, which was necessary for school admission. MMC stepped in once again, and its Saksham team facilitated the Aadhaar enrolment process. Since Avinash's parents had their individual Aadhaar cards as well as birth certificates for their children, the Saksham team was able to expedite the process through the local post office. Once the Aadhaar cards

were issued, Avinash and his sisters were successfully enrolled in a nearby municipal school in Airoli. Avinash joined the fourth grade, while his sisters entered the third and first grade, respectively. It was a proud moment for the family to see their children finally attending school.

Avinash and his sisters quickly adapted to their new academic environment. They actively participated in school activities and did well in their studies. Avinash, being exceptionally bright, even helped his siblings with their homework. At the MMC daycare centre, he excelled in various activities such as drawing, ABACUS, tablet learning, chess, and life skills sessions. He also took on responsibilities voluntarily, assisting teachers with serving food and organizing activities for younger children.

During an open day at the centre, Avinash's mother was overwhelmed with joy upon hearing about the progress of her children. Tears of happiness streamed down her cheeks as she expressed her gratitude. Inspired by the care and support her children had received, she became actively involved in MMC programs, attending parenting sessions, Chai Pani meetings, and open day activities. She even helped teachers to mobilize other community members for various events.

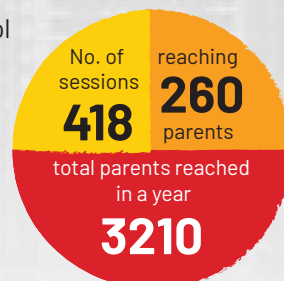
The most remarkable transformation came in October 2024, when she enrolled in MMC's Bal Vikas Sahayog (BVS) 12-day training program. Successfully completing the training and receiving her BVS certificate was an incredible achievement for her. It boosted her confidence and gave her a newfound sense of purpose.

Avinash's parents are deeply grateful to MMC for not only caring for their children but also empowering Avinash's mother through BVS, helping her become a more confident person. She actively supports MMC as a volunteer. With this support, Avinash's entire family now lives with greater confidence and stability, enabling them to provide a better life for their children.

*Name of the child changed to protect his identity.

Open Day

MMC hosts open days once a month in the crèche, pre-primary and afterschool support sections which aim to keep parents informed about their children's progress. Teachers talk to parents about their children's academic and artistic achievements. The importance of enrolling children into the local Municipal schools is emphasised. During an open day, teachers also receive feedback from parents about their children and their involvement in their children's development.



Enrolment of Children



'No matter the journey - Every child deserves a classroom' Migrant children are often invisible in the system, left out of schools due to their families' transient lives. In addition, language barriers become a hurdle while trying to mainstream these children into formal school. As they built cities, homes and roads for us, it is very important that we help build their future, and ensure an education that helps break this cycle of poverty. At MMC, it is not our aim to run a parallel school system for the children. Rather, our goal is

to adequately prepare children, whether by developing their language, reading writing, or arithmetic skills, to join nearby municipal schools. Our teachers convince parents on the importance of formal education and, when needed, support them in acquiring necessary documentation, and accompany parents to local schools to assist in the registration process. This year, we are proud to have enrolled 175 children in school. Another 825 of our children have continued attending formal school.

Educational Scholarship

One of the major reasons most children living on construction sites are unable to go to or stay in school is the lack of financial resources to meet associated expenses. To ensure that our children's educational opportunities are not limited by financial difficulties, we provide educational scholarships to both MMC alumni and children attending our centres. This year, we disbursed Rs. 98,000/- in educational scholarship to 48 school going children and 19 youths living on construction sites.

Strengthening and enhancing our education programme

MMC is committed to providing a holistic educational experience which, includes the library and arts initiatives, while also celebrating key events such as Khel Mahotsav (Festival of Play) and Shramadaan (Civic Awareness) Week.

A. Library Programme

Serving as a bridge between lived experience and imagination, our Library Programme introduces children to new worlds through reading and play.

Phirti Library – Books & Toys

Our Library Programme, Phirti Books and Toys, fosters creativity and provides access to a diverse range of books and educational toys. While books cultivate strong reading habits, the toys support cognitive, fine motor, and physical development. MMC regularly invests in high-quality, age-appropriate reading materials. Our library programme encourages children to read independently, and with peers, and also allows them to take both books and toys home.

Book Library

This past year our library programme made 4,122 books available for our children.



	No. of Books	No. of Children
Creches	856	319
Balwadi	1,416	565
Afterschool	1,850	734

Toy Library

This past year our library programme made 3,460 educational toys available for our children.



	No. of Toys	No. of Children
Creches	809	295
Balwadi	1,214	565
Afterschool	1,437	693

Our Library Programme also includes the following modules

Drop Everything & Read (DEAR): Every day, time is allotted to read books of children's, choosing either independently or in small groups.

Read Aloud sessions: MMC teachers read aloud books related to the monthly theme. On average each month, 1,411 children participated in 300 read-aloud sessions conducted for the After-School Support Group and Balwadi children.

Mujhe Padhkar Sunao (Read to Me): This programme encourages parents who have children in our creches to read illustrated books at the centre during drop-off or pick-up time, strengthening their bond and nurturing an early interest in books. During 2024-2025, on an average 279 mothers and 316 children benefitted through this programme.

Newspaper reading: Reading newspaper headlines together each day helps older children become more aware of the outside world and strengthens their language, vocabulary and literacy development.



B. Beyond Academics

Bal Sabha

MMC's Bal Sabha programme is instrumental in providing children with opportunities to build confidence, develop critical thinking skills, and enhance teamwork. Children aged 6 to 14 from MMC centres engage in this programme, where they collaboratively write scripts and enact plays on various significant topics in front of parents and other children at the centre. Topics have included the Importance of time, Personal Hygiene and Saving water among others. Over 150 children took part in Bal Sabha, with on an average of 360 parents and over 585 children respectively attending the performances at the centre every month.



Field-trips and Outings



APRIL 2024- twenty five of our children to see a live IPL cricket match at Wankhede Stadium, Mumbai.



JULY 2024- thirty nine children had the opportunity to visit a Google space office and interact with the volunteers. They learnt about google, its various platforms, and explored a google map. The children had a wonderful time!



OCTOBER 2024- thirty children had the opportunity to be part of a block party workshop at Dr. Bhau Daji Lad Museum, known for its beautiful collection of decorative and industrial arts.



MARCH 2025-

A hundred and ten children from our CORP and Mobile Bus sites enjoyed their first ever trip beyond the blue tin sheets of a construction site to Byculla zoo. It was a heartwarming, joyful, eye-opening day as they saw a number of animals, birds and reptiles for the first time.

Fourteen children from one of our CORP Tribal Community sites visited Yusuf Mehrali centre. This was a chance for them to enjoy many outdoor games and be part of live sessions of crafts such as pottery, soap making, and manure making.

Annual Sport Day & Cricket Match

In November 2024, Daffodils High School and Rajhans Vidyalaya held their Annual Sports Days, in which thirty and fifty of our children participated respectively.

In March 2025, twenty three children took part in the CSR Cricket Tournament – Premium League 10 (MPL) hosted by MCHI.



Annual Children's Camp



In December 2024, MMC organised its much awaited and loved annual residential camps. Two camps were organised at the Rural Communes in Khopoli and West Palm Beach, Vasai. A total of 470 children participated in the Annual camp from which 415 children were from day care centres on construction sites and 55 children were from brick kilns sites.

The camp offered commando walks, ladder climbing, scavenger hunts, and stargazing, and many more adventures. The children also had the opportunity to showcase their creativity and culture through a performance. Each child received a special gift.

I enjoy exploring, learning new things, and visiting exciting places! The Annual Camp was a dream come true, where I got to dance and enjoyed every moment. I am looking forward for the next year's camp!"- **13 years old from Airoli Centre**

Child-to-Child Programme

This unique programme allows our children to visit and interact with children from some of the affluent and government run schools, fostering a sense of community and mutual learning. MMC's children share their skills in puppet-making and Warli painting, while visiting students often introduce science projects and technology-based activities; creating a rich exchange of knowledge and experiences. During the year, we conducted 24 Child to Child sessions with 12 schools. 143 children from MMC participated in this programme.



The schools we partnered with:

- American School of Bombay
- Adarsh Vidhyalay
- New Mumbai Mahanagar Palika school
- Raigad Zillah Parishad school.
- Korba Mithaghar Municipal school
- Vidya Niketan school
- Thane Mahanagar Palika school.

C. Exploring new vistas for learning

Life Skills Education

This year, in collaboration with Anubhuti, a total of sixteen sessions of two hours each were conducted across MMC, benefitting over 420 children. Life Skill Education plays a vital role in empowering children living on construction sites, brick kilns and quarries to navigate daily challenges and build resilience and confidence. Children were encouraged to express themselves clearly, develop a sense of self-worth, and inspired to imagine better futures and set goals for themselves.



I struggled with shyness and avoided speaking with others, but the Life Skills Education program on self-development and building confidence helped me break through that. Now, I'm confident when speaking and take initiative in other activities. - **(7 year old child from Pendhar 3)**

Tablet Based Learning Initiative

MMC's tablet-based learning programme has emerged as a powerful tool to enhance learning outcomes among older children. Aligned with the Maharashtra State Board curriculum, the tablets provide engaging, offline content—including interactive activities, science experiment videos, math tutorials, digital textbooks, guidebooks, and assessments. This dynamic approach has deepened comprehension, sparked curiosity, and built confidence in learning. Encouraged by its success, we expanded the programme from seven to eleven centres. Currently 413 children benefit each month—transforming screen time into meaningful, enriching learning experiences.



I used to find mathematics intimidating due to my poor skills and fear of failing. Thanks to MMC's Tablet-Based Learning program, I've seen a significant improvement in my skills. The tablet's video lessons have provided me with a clearer understanding of concepts like shapes and dimensions. – (8 year old child from B.G. Wadala centre)

Success Story

Reigniting Curiosity: Anupriya's Story of Learning and Growth:

*Anupriya, a 10-year-old at MMC's Shirdhon day care centre, struggled to focus, and this affected her academics and ability to complete her homework. MMC teacher noticed these challenges and discussed them with her parents, who had similar concerns.

The introduction of the tablet-based learning programme at the centre became a turning point in her life. Though initially she found this challenging, with her teacher's support and guidance, Anupriya learned to navigate the tablet. This sparked her interest in her studies. Watching educational videos improved her focus and engagement.

She now uses the tablet daily for an hour, referring to it for homework and lessons, even sharing her newfound knowledge with friends and helping other children in the centre. Her attention span has gradually increased, and her overall engagement has improved significantly. When she faces challenges in any subject, she turns to the tablet for solutions. For instance, she watched a video lesson to learn about computers and gained a solid understanding of their operations and parts.

Anupriya is grateful for MMC's Tablet Based Learning and says, **"I enjoy learning through the tablet videos; they give me a deeper understanding."**

Her parents have also noticed a significant improvement and expressed gratitude to her teacher at MMC for her progress.

*Name of the child changed to protect her identity.

ABACUS

ABACUS helps young children excel in mathematics. It is a very useful educational tool which fosters early-brain development. This year, on an average 46 children from the after-school children's section benefited from this programme.

Chess Program

In 2024-2025, we continued our partnership with Little Master Chess Academy to offer chess training at our centres. Basic chess sessions were conducted at four centres, reaching 143 children, while advanced training was held at seven centres for 176 children aged 6 to 14. The programme has been met with great enthusiasm—children eagerly await their sessions, fully engaged in the game.



Beyond strategy, chess has helped sharpen their cognitive and analytical skills while fostering patience, focus, and discipline.

Success Story

"I Keep Trying": Amar's Journey of Growth Through Chess

*Amar, 8 years old, moved from Raipur to a construction site in Mumbai along with his family and was enrolled in MMC's daycare. Shy and easily frustrated, he struggled socially. Recognizing these challenges, MMC's teacher strategically enrolled him in the chess programme—a turning point in Amar's development. Through the game, he gradually built resilience, strategic thinking, patience, and self-confidence. With the consistent support of MMC teacher and coach, Amar has become more relaxed while also more focused and determined. He now approaches puzzles and activities with newfound confidence, trying again or seeking help if needed. He also plays chess at the intermediate level and says, **"I may not win every time, but I keep trying."** His journey is a powerful reminder of how the right support can help a child unlock their full potential.

*Name of the child changed to protect his identity.

D. SPECIAL EVENTS

Shramdaan

MMC celebrates Shramdaan in the month of May every year. Shramdaan means voluntary service. Shramdaan at MMC teaches our children to be more conscious about their environment. This year, the theme was 'शरीर कि स्वच्छता- Personal Hygiene', and it was our group of older children between six to fourteen who participated in rallies in their communities to create awareness on the importance of personal hygiene. They created banners and slogans and taught proper handwashing. They also reinforced the importance of cultivating healthy habits, especially in challenging environments like construction sites.



As a part of Shramdaan, children also voluntarily made separate dust bins for wet and dry waste. They placed those dustbins in their homes. Children created birdhouses and water bowls for birds using waste material available in their areas.

Khel Mahotsav

As with every year, after Shramdaan, the children at our centres get very excited about Khel Mahotsav. Every day, they play a variety of fun-filled games. The centres are filled with cheers, joy, laughter, bonding, and even a spirited sense of competition! Our teachers make the most of the limited resources at the centre to craft engaging games like book balance, "Walk with Me" (a balloon race), lagori, passing through the rope, and many games during Khel Mahotsav. Besides being fun, these activities stimulate fine and gross motor skills and ensure physical and mental exercise. An atmosphere of joy and happiness permeates the centres with the sounds of cheers and clapping.



15th Annual Book Week

The 15th Annual Book Week was celebrated across our centres in November with the theme “Oothak Phutak – The Nostalgic Tales of Our Childhood Now Reside in MMC’s Library” (ऊठक पुथक बचपन की कहानियाँ चली MMC के पुस्तकालय में). The festivities began with a vibrant Prabhat Pheri, as children enthusiastically chanted slogans to announce the commencement of the week-long celebration within their communities. Across our centres, the inauguration was attended by site officers, supervisors, authors, board members, or funders. They brought the theme to life by sharing and reading stories with the children. Their storytelling captivated young minds and ignited a deeper appreciation for the wonder of books.



Throughout the week, children participated in a variety of creative and interactive activities designed to spark their curiosity and love for reading. The grand finale featured a vibrant exhibition showcasing the children's artwork, which was met with admiration by special invitees and community members, leaving everyone inspired by the week's success.

Puppet Week

We joyfully hosted our Annual Puppet Festival in January 2025, based on the theme, “Our Unique and Lovely Puppet Show: Cherishing Bonds with MMC” (“न्यारा प्यारा कठपुतलियो का खेल, एम.एम.सी. संग रिश्ते के मेल”) It was an extraordinary celebration of nurturing bonds through puppetry and children crafted incredible puppets and stunning artwork using waste materials. The festival also featured puppet shows performed by both children and teachers across our centre. Parents, Site Officers, and labourers were thrilled to witness the beautiful exhibition, where the puppet and artwork made by children were proudly displayed at the centre for all to admire.



Puppet Exhibition

MMC's Annual Puppet Exhibition, celebrated the theme “Our Unique and Lovely Puppet Show: Cherishing Bonds with MMC.” in Jan 2025. Handmade puppets crafted from recycled materials by our children were proudly showcased. The event was graced by Mr. Satish Bansode Deputy CEO of Children's Aids Society and MMC Director Mrs. Nalini Chhugani. With over 175 attendees from corporates, NGOs, and colleges, the exhibition was a joyful celebration of creativity and connection.



Yoga Day

International Yoga Day 2024, we embraced the journey of self-discovery and wellness with this year's theme, "Yoga for Self and Society." This theme emphasizes the dual benefits of yoga: enhancing personal well-being and contributing positively to society. At each of our centers, yoga sessions brought together children and teachers to practice various yoga poses. Teachers emphasized the importance of integrating yoga into daily life, helping children recognize its numerous benefits. In addition, the children also learned about yoga's rich historical roots and its multitude of benefits. Both children and teachers thoroughly enjoyed these sessions, leaving them feeling energized and refreshed. Through these practices, our aim is to promote inner harmony and extend this harmony throughout the community.



Independence Day Celebration

On India's 78th Independence Day, the sight of our flag ignited a fresh wave of inspiration in our children. The centre was filled with a spirit of unity, harmony, and love as the children enthusiastically performed patriotic songs and dances, celebrating the nation's heritage.

Chess Tournament

On Children's Day, November 14, 2024, MMC hosted its first-ever Chess Tournament in collaboration with Little Master Chess Academy at Shri Satya Sai Sanjeevani Hospital. A vibrant group of 60 young children from various construction sites showcased impressive skills in openings, tactics, and endgame strategy. Swiss-system tournament tested players' focus and strategy over three intense rounds. Mr. Nasim Akhtar, founder of the academy, applauded their growth and performance. Six winners received trophies, and all participants earned certificates.



Children Speak

On November 17, 2024, the initiative "Children Speak: A Collective Commitment in Empowering Children's Voices" was organized by 11 NGOs - Prerana, CCDT, SNEHA, Pratham, Apanalaya, MMC and others in Mumbai. It emphasized empowering children from diverse community to identify, express and advocate for their rights as well as encouraged collective action and a proactive approach to addressing challenges. Thus, impacting their well-being.



Arts and Craft Workshops for children

This year, our dedicated team continued MMC's Arts and Crafts Programme at the Children's Home in Mankhurd, Bal Kalyan Nagri for Girls, and Borges Home in Chembur for children undergoing cancer treatment. As an integral part of our educational approach, the programme serves as a powerful medium to connect with young minds—helping children express themselves, build confidence, and find joy in creativity.

In 73 sessions we reached 2,128 children, offering them not just a creative outlet, but, we hope, also emotional relief, a sense of belonging, and moments of happiness in challenging circumstances.

Health and Nutrition

Health Programme

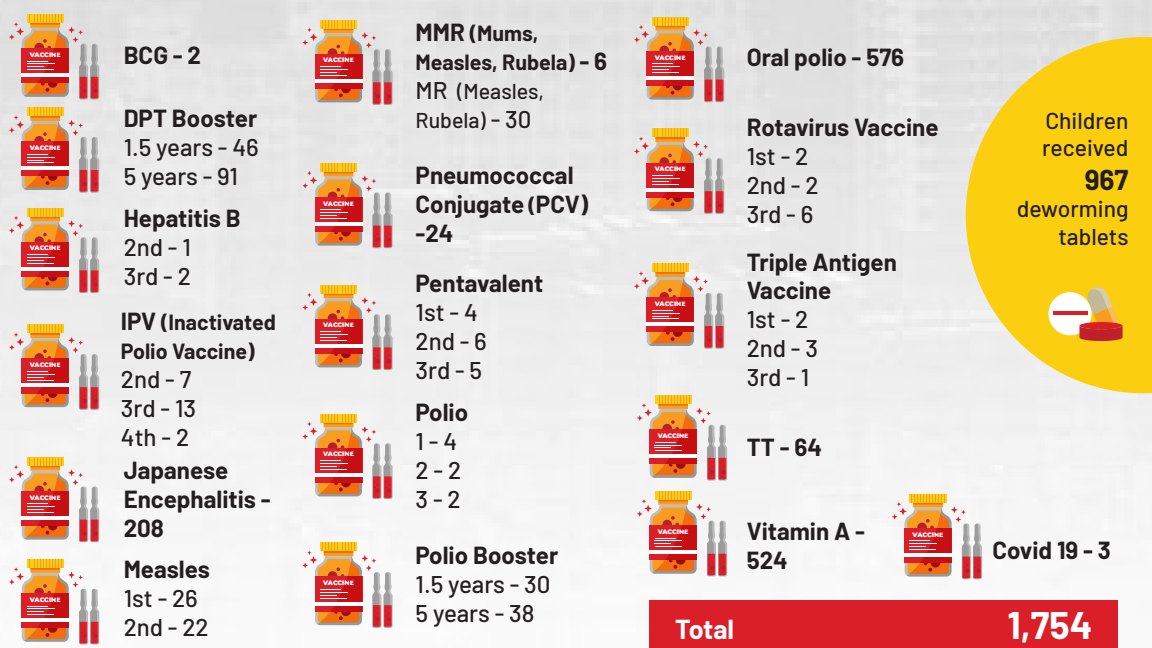
At MMC, we know a healthy child is a learning child. Unfortunately, for children of migrant workers, frequent relocation doesn't just mean patchy education, it also means disrupted access to nutrition, healthcare, and hygiene— which affects their overall development. At MMC, physical well-being is foundational, and we work proactively to ensure each child receives adequate nutrition and timely healthcare.

MMC's health programme is holistic—providing preventive, curative, and rehabilitative care. The hazardous conditions on construction sites significantly affect the health of our children. To address this, we regularly monitor our children's health. Every new enrolment begins with a comprehensive medical examination by MMC's empanelled doctors. Weekly visits by one of our empanelled doctors to our centres ensures ongoing health checks and early identification of illnesses. In addition, eye, ear, and dental check-ups are conducted in collaboration with partner organizations.

Malnutrition is a pressing concern. To combat this, we consistently track anthropometric data. Children under six years old have their height and weight measured monthly, while those above six years are monitored quarterly. This data helps us to identify early which children are at-risk and to engage intensively with their parents to improve children's health outcomes. Beyond routine care, we also collaborate with local healthcare providers to ensure every child receives age-appropriate immunizations and we facilitate referrals for those children who require specialized care.

Last year, we facilitated 1,754 vaccinations and recorded 3,054 episodes of illness amongst our children.

Preventive Care



Curative care



Children in need of specialised care referred to health facilities

7



Acutely malnourished children referred to Hospitals

14



Disabled/special needs children referred to Hospital care

3



Number of doctor visits

884

Illnesses

Episodes of illness among the children (2024- 2025)

<p>436 Micronutrients Deficiency</p>	<p>404 Anaemia</p>	<p>44 Skin infection</p>	<p>17 Ear infection</p>	<p>16 Vector Borne diseases</p>
<p>18 Eye infection</p>	<p>1277 Acute respiratory infection</p>	<p>27 Injuries</p>	<p>23 Diarrhea</p>	<p>629 Worm infection</p>
<p>1 Bacterial</p>	<p>11 Viral infection</p>	<p>151 Vitamins & others</p>	<p>TOTAL ILLNESSES</p> <p>3054</p>	

Health Camps

	<p>Camp</p>	<p>Camp</p>	<p>Camp</p>
Total camps	44	44	43
Total children screened	1644	1562	1326
Total children referred	338	33	394

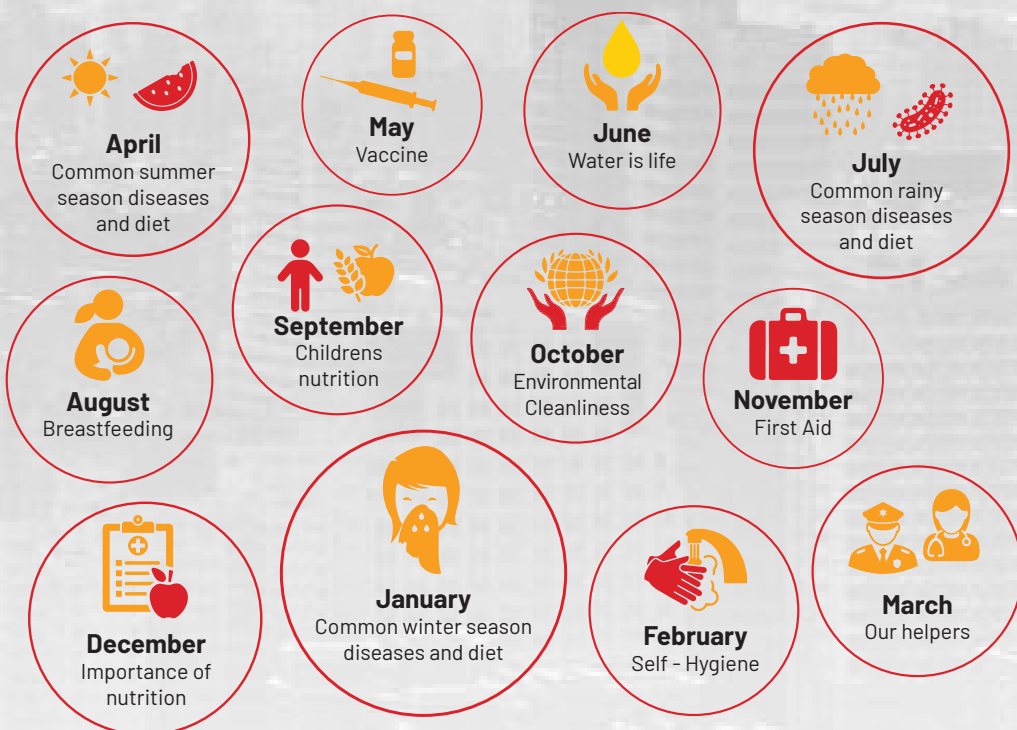
Ghar Se Ghar Tak Aarogya – Digital Health and Nutrition awareness programme for Parents and Children

We know that healthy families build healthy futures. Our health programme also extends to the wider community. Our Ghar Se Ghar Tak Aarogya programme has brought digital health and nutrition awareness into the comfort of our communities' homes, equipping families with vital knowledge on proper nutrition and hygiene.

Over the past year, more than 255 parents were reached monthly through this innovative and engaging digital Programme. With dynamic videos and interactive content created by our dedicated teachers, families are not just learning—they're making informed, healthy choices together.

The result - A powerful shift toward long-term behavioural change starting right at home.

Monthly themes



Health Week

In February 2025, we celebrated Health week at all our MMC centres. The topic was "A Healthy Diet & Healthy Habits." The lack of awareness and limited resources means that workers as well as their children are prone to unhealthy diets and habits. During health week many interesting activities were conducted creating awareness about Healthy habits & Diet, including cooking sessions! Children especially enjoyed making fruit salad and sprout bhel, and creating beautiful posters with important messaging.



To encourage healthy habits, health kits were gifted to every child across MMC models, as well as over 550 dry ration kits were provided to families at brick kiln sites – promoting better nutrition and hygiene practices.

Over 950 parents participated in the Health Week celebration across the centre.



Swastha Bachpan

The Swastha Bachpan initiative plays a vital role in deepening the impact of our health programme by instilling healthy habits in children and their families. Through this initiative, we actively celebrate and reinforce positive behaviours— personal hygiene, timely immunisations, maintaining a healthy weight, consistent attendance at our centres, and overall improvements in health.



In the past year, 407 children and their parents were recognised for demonstrating significant progress. These children showed significant improvements in nutritional status, personal hygiene, ensuring age-appropriate immunisations, maintaining healthy weight levels, and attending our centres regularly.

Development Assessment of children by using ICMR tools (2024-25)

The early years are critical for laying the foundation for lifelong growth and development. During this period, children acquire essential motor, language, cognitive, and socio-emotional skills. Delays in reaching these developmental milestones can have lasting effects on a child's learning, behaviour, and overall well-being. Recognising these milestones as key indicators of healthy development, early identification and timely intervention are vital to improving long-term outcomes and giving every child the best possible start in life.

Last year, we screened 619 children aged 6 and below for developmental delays using the Psychosocial Developmental Screening Test developed by the Indian Council of Medical Research (ICMR).

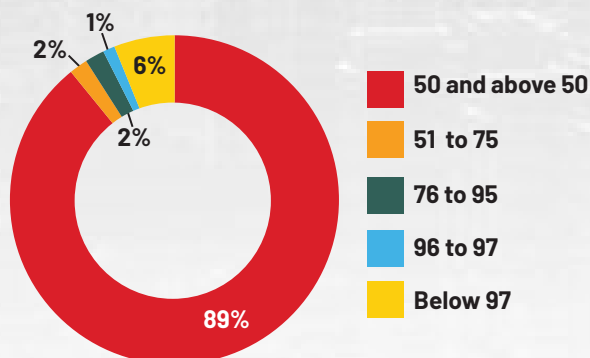


Figure 6 indicates that 89 percent of the children had attained age appropriate developmental norms (50th percentile or above) whereas 11 percent were identified with potential developmental delays (below 50th percentile). Of all the children assessed six percent were 'at risk' (97th-99th percentile) and needed immediate intervention.

Fig 6 Distribution of children as per developmental age

In figure 7, we found that the attainment of developmental milestones among boys was slightly higher than girls. However, approximately 6 percent of both boys and girls fell in the below 97th percentile perhaps because of limited exposure to stimulating activities and other environmental factors.

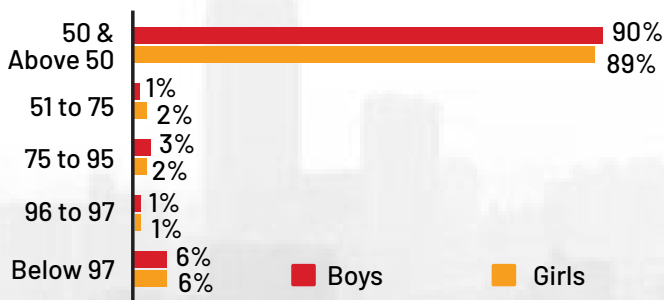


Fig 7: Developmental age of children by gender

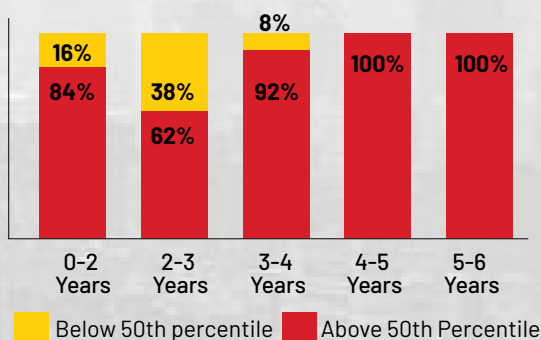


Fig 8: Developmental status of children by their chronology

Figure 8, highlights the 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 9, indicates a closer look at children (n=66) at the risk for developmental delays indicated that 44 percent possibly had global developmental delays – in 3 or more developmental areas.

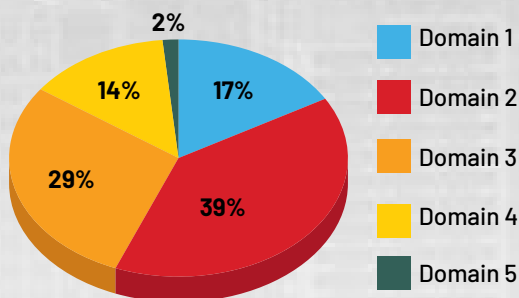


Fig 9: Distribution of children by delayed developmental domain

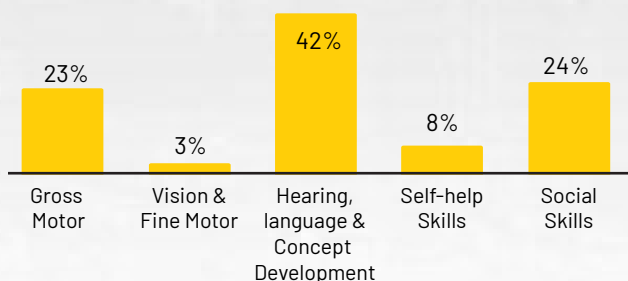


Fig 10: Distribution of children by developmental delays in one area

In figure 10, delays were most common in the domains of 'Hearing, Language & Concept Development' with 42 percent children, followed by 24 percent children in 'Social Skills' domains.

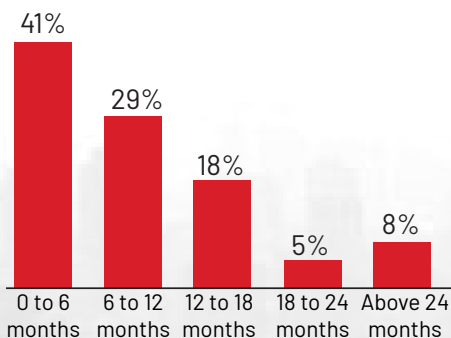


Fig 11: Distribution of children by delayed developmental domain

In figure 11, we found that 41 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.

Success Story

Nurturing Words, Nurturing Growth: Omkar's Story of Early Language Development

*Omkar, a two and a half-year-old child, was enrolled in the creche section of Mumbai Mobile Creche's Day care centre at Pendhar 1. His family had migrated to Mumbai from Karnataka in search of work. Although Omkar attended the centre regularly, his teacher observed that he found it difficult to connect with other children. His mother tongue was different from Marathi and Hindi—the primary languages spoken at the centre—which made it hard for him to understand the teacher's instructions or participate in songs and activities.

Recognising the barrier, Omkar's teacher began paying close attention to him. She noticed that he often looked confused during rhymes or when learning the names of common objects. His teacher spoke to Omkar's mother and learned that Omkar only understood their native language and struggled with Marathi and Hindi.

During the activity and GMCD (Guide for Monitoring Child Development), the teacher identified Omkar's need for focused language development. During a Promotional Visit (PV), she explained to his mother the importance of gradually introducing Hindi at home. She encouraged his mother to involve Omkar in daily household activities, naming objects in Hindi to help him associate words with their meanings.

At the centre, the teacher aligned her approach with the Prakash themes. He slowly began responding by pointing at the correct objects. With repeated exposure to songs and object names, Omkar began picking up new words. Thanks to the combined efforts of the teacher and his mother, Omkar's language skills have significantly improved. He now speaks a few words in Hindi, including "bye," "water," and "want." He has also learned the names of his classmates and his favourite fruits—grapes and apples. He actively participates in class activities and especially enjoys playing with toy cars. His mother is overjoyed to see her son pick up Hindi and adapt so well. This has also opened the door to new learning, socializing, and emotional expression.

Omkar's mother is immensely grateful to Mumbai Mobile Crèches and his dedicated teacher for helping Omkar take these important first steps in language learning and social interaction. This transformation highlights the power of patient, inclusive education and strong teacher-parent collaboration. Omkar's story is a testament to how early intervention and responsive teaching can change the course of a child's learning journey.

*Name of the child changed to protect his identity.

Nourishing Change: Jinuk's Journey to Health and Hope

*Jinuk's father, Ajay Das, hails from a farming family in a small village in the Nagaon district of Assam. With farming no longer sufficient to support the family, he migrated to Mumbai in search of better opportunities and found work as a mason at the B.G. Shirke construction site in Khoni. Jinuk's mother also began working as a domestic helper in nearby buildings. It was through a neighbour that they learned about Mumbai Mobile Creches (MMC) and enrolled their 22-month-old daughter, Jinuk, in the Creche section of MMC's Day Care Centre.

When she first arrived, Jinuk appeared frail and weak. Her teacher noticed that she was unable to sit upright or balance her head properly. She needed support to stand or walk. During a routine anthropometric measurement at the centre, Jinuk was found to be severely stunted and moderately underweight. Alarmed by these findings, Jinuk's teacher immediately referred her to MMC's empanelled doctor, who prescribed Abdac and calcium syrup, along with a diet that included eggs twice a week.

Jinuk's teacher visited her home to understand the family's meals. She learned that Jinuk was still exclusively breastfed and refused to eat anything solid. With both parents working, it was difficult to manage her nutritional needs. Her teacher gently explained the importance of a balanced diet and guided the mother to introduce nutritious home-cooked food like green vegetables, lentil-rice, and fruits.

At the day care centre, Jinuk's teacher ensured that she received regular, nourishing meals: milk and poha for breakfast; seasonal fruits and a variety of khichdi for lunch; evening snacks such as sheera and lapsi; and eggs along with her prescribed medicines. Initially, teacher fed her, but over time, Jinuk began eating on her own. Although she was initially afraid of taking medicines, she soon grew used to them—opening her mouth voluntarily when she saw her teacher approaching with the dose.

Today, the change in Jinuk is remarkable. She now sits upright with balanced posture, runs, jumps, and climbs stairs with ease. Khichdi has become her favourite food. Her mother shared an endearing story—on Sundays, when the centre is closed, Jinuk walks to the gate asking for khichdi and visits the helper's house just to eat it there.

Her health improvements are evident: almost eight months of effort to increase Jinuk's weight has put her in the normal health category and she has also grown much taller. She is no longer severely stunted, and has now moved into the moderately stunted category.

Jinuk's parents witnessed the unwavering care, attention, and dedication shown by MMC teachers throughout their daughter's journey. Deeply moved, they expressed heartfelt gratitude to her section teacher and MMC for not only restoring Jinuk's health, but for giving her a strong, thriving start to life—one filled with nourishment, confidence, and hope for a brighter future.

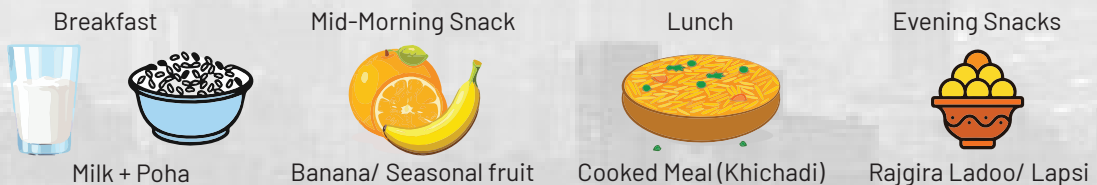
*Name of the child changed to protect his identity.

Nutrition

Ensuring the safety and well-being of every child in our care is our highest priority. Every day, our centres provide a range of nutritious meals and snacks. A few years ago, we shifted from cooking meals in-house to outsourcing meal services from our vendor 'Sakhi Snack Centre' to minimize potential fire hazards.

Each child receives 700–750 calories of nutrition every day. Apart from breakfast and lunch, this includes fresh fruit five times a week and an egg every week. To protect against the intense summer heat, we also served fresh lime water.

Our nutrition meals include:



Liaising with Integrated Child Development Services (ICDS)

MMC partners with the Integrated Child Development Services (ICDS) to expand the reach and impact of our nutrition programme. This means we also ensure that pregnant women and lactating mothers, along with children aged six months to three years on our sites receive government sponsored Take-Home Ration (THR) packets as per their rights under this national policy.

THR distribution facilitated by MMC	Number of Children
Infants (6 months to 3 years)	225
Pregnant women	25
Lactating Mothers	32

Promoting Breastfeeding practices:

A child's first 1,000 days—starting from when they are in the womb—lay the foundation for lifelong health. In August 2024, MMC collaborated with local Government Health Posts across Mumbai to observe Breastfeeding Week, reaching over 695 women through informative sessions on the importance of breastfeeding and complementary feeding. In a heartwarming gesture, mothers of 39 infants under six months were honoured for their commitment to healthy breastfeeding habits.



Success Story

A Journey of Care and Compassion: Jyoti's Journey of Growth and Transformation

*Jyoti, a 3-year and 4-month-old girl, lives with her parents and younger brother at the Shirdon construction site. As both her parents work on-site, they enrolled her brother in the crèche and Jyoti in the pre-primary (Balwadi) section at the Mumbai Mobile Creches (MMC) day care centre.

In the beginning, Jyoti struggled to adjust to the centre's environment. She refused to be separated from her brother, and every time the teacher tried to take her to the Balwadi section, she would cry without stopping. She avoided participating in activities and often fussed during mealtimes.

During an anthropometric assessment in October 2024, Jyoti was found to be in the borderline Moderate Acute Malnutrition (MAM) category, with a height of 91.4 cm and a weight of 11.79 kg. Concerned, the teacher immediately consulted MMC's empanelled doctor. Based on the doctor's advice, Jyoti was prescribed Tono syrup and Threptin biscuits.

Jyoti's teacher spoke to her mother, and learned that Jyoti frequently demanded junk food and would throw tantrums when denied. When her parents indulged her, she ended up not eating home cooked healthy meals. Occasionally, Jyoti resisted coming to the centre, and her frustrated mother often scolded or hit her.

The MMC teachers intervened and counselled Jyoti's mother to avoid hitting her, reassuring her that they would more consciously support Jyoti adjust to this new environment. The teachers began paying Jyoti special attention—gently encouraging her by offering her toys, play time, and engaging her in interactive and trust building activities.

They also kept a close eye on her nutrition. During mealtimes, Jyoti was seated beside her teacher, who encouraged her to eat her food. Storytelling during lunch helped make the experience enjoyable and engaging. Gradually, Jyoti began eating without resistance and even learned to wait patiently for her turn.

Over time, her mother began noticing several positive changes. Jyoti, who once refused milk, now drank it happily. She started eating regular meals and became more disciplined—keeping her belongings in place, sharing songs she had learned at the centre, and playing all the games, she had learned in class with her younger brother. Jyoti's mother also reduced access to junk food.

Thanks to the consistent efforts of MMC's teachers, Jyoti's health and well-being improved significantly. Between October 2024 and February 2025, her height increased to 92.2 cm and her weight to 13 kg.

Her mother was full of gratitude. She insisted that without MMC's intervention, she may never have realized how serious Jyoti's health issues were—and her daughter might have faced further complications. Today, Jyoti is an active, cheerful, and confident child who eagerly looks forward to each day at the centre.

We are delighted to present Jyoti's story. It is a powerful testament to MMC's holistic and effective approach—combining health care, nutrition, emotional support, and parental engagement to ensure the well-being of every child.

*Name of the child changed to protect her identity.



Nurturing Change: From Struggle to Strength at MMC

Four - year - old *Viraj's parents work as labourers at the BG Shirke Construction site. Originally from Yavatmal, the family moved to Mumbai in search of work. While his parents were busy on the site, Viraj and his two younger brothers were supervised by their grandparents. However, this proved quite challenging as the grandparents found it very hard to manage three very active children.

During a community visit, MMC teacher came across Viraj's parents and introduced them to MMC's comprehensive programme. They immediately enrolled their three children in MMC's day care centre. When a routine health check was conducted at the time of their entry, Viraj health check-up threw up some concern. Viraj was identified as suffering from Moderate Acute Malnutrition (MAM), weighing just 10.17 kg. Viraj's dietary routine now included Threptin biscuits, calcium syrup, and eggs to help address his malnutrition.

At first, Viraj refused to eat his meals - various kinds of khichdi, fruits or healthy snacks - and also refused to take his supplements. Fortunately, with much patience and care, Viraj started to enjoy this new diet and began slowly but steadily to gain weight and become healthier. Viraj's teachers worked closely with his parents to help improve his nutritional status.

Within a month, Viraj was firmly in a normal health category weighing 11.12 Kg! He now heartily enjoys the meals provided both at the daycare centre and his home.

Viraj's parents were overjoyed with the progress in his health and thanked his MMC teachers for their unwavering care.

*Name of the child changed to protect his identity.

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

We follow guidelines laid out by the World Health Organisation (WHO) to regularly track the height and weight of our children to identify and address poor weight, wasting and stunting. We also keep track of their progress to better understand the prevalence of under nourishment.

Last year we analysed data from 827 children below five years of age. In addition, we looked at secondary data from the National Family Health Survey- 5 and compared underweight, wasting and stunting status of our children with the general health status of children in Maharashtra and India.

Figure 12, 13 and 14 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 12 depicts that at the outset, on the parameter of wasting, the prevalence of moderate acute malnutrition and severe acute malnutrition was 12 percentage among our children at the baseline evaluation. This is lower in comparison to that of Maharashtra 26 percentage and India 21 percentage, and this further declined by 7 percentage with MMC's intervention. Percentage of our children determined to be healthy went up to 95 percentage at the end-line compared to 88 percentage at the baseline showing an improvement of 7 percentage points

Figure 13 depicts that at the outset; our children fared better on the underweight parameter with 30 percentage children at baseline as compared with 36 percentage in Maharashtra and 32 percentage in India. After exposure to MMC's programme, the percentage of underweight children from 30 dropped to 16 percentage. Thus, the healthy children percentage on the underweight parameter increased by 14 percentage i.e. from 70 percentage at baseline to 84 percentage at the end line evaluation.

Lastly, Figure 14 shows that on the parameter of stunting there was reduction of 9 percentage in the number of stunted children after MMC's intervention. Moreover, towards the endline the overall prevalence of moderate and severe stunting among MMC children (26 percentage) was lower in comparison to the prevalence of Maharashtra (34 percentage) and India (36 percentage).

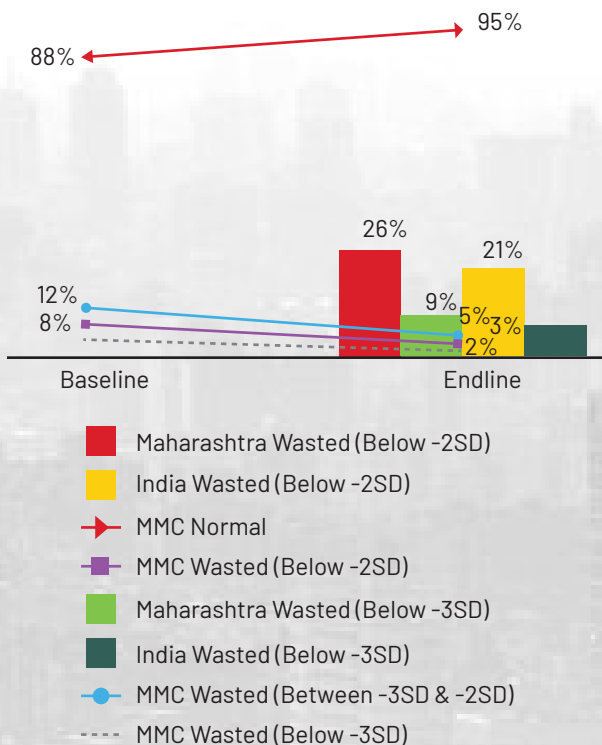


Fig. 12: Reduction in wasting in MMC compared to wasting rates in Maharashtra and India

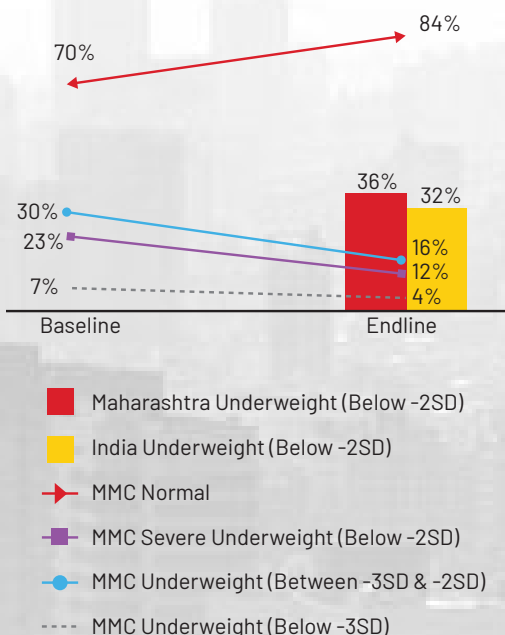


Fig. 13: Reduction in underweight in MMC compared to underweight rates in Maharashtra and India

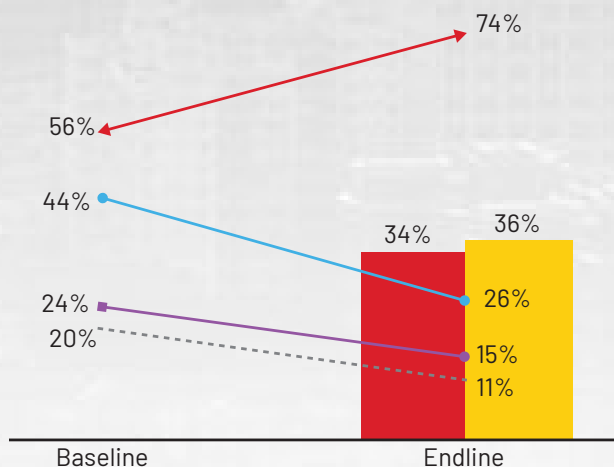


Fig 14. Reduction in stunting in MMC compared to stunting rates in Maharashtra and India

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

The BMI of our children above five years has shown improvement during the last year. In 2024 - 2025, height and weight of 910 children in the age group of 5-14 years, attending our centre were recorded twice. The child's first height and weight record were 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 15 shows that out of 910 children screened, the number of children showing normal BMI at baseline was 73 percentage and stood at 87 percentage at the end line. There was a significant reduction of 3 percentage among severely thin children and 9 percentage among children in thinness.

Figure 16 shows that during their stay at MMC, 70% of children remained healthy while 17% of children progressed in their health status.

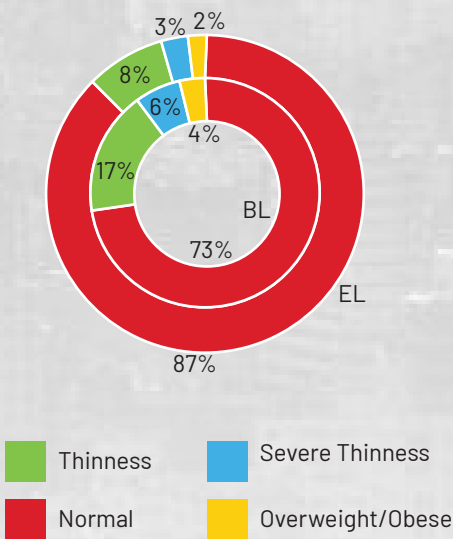


Fig. 15: Improvements in BMI

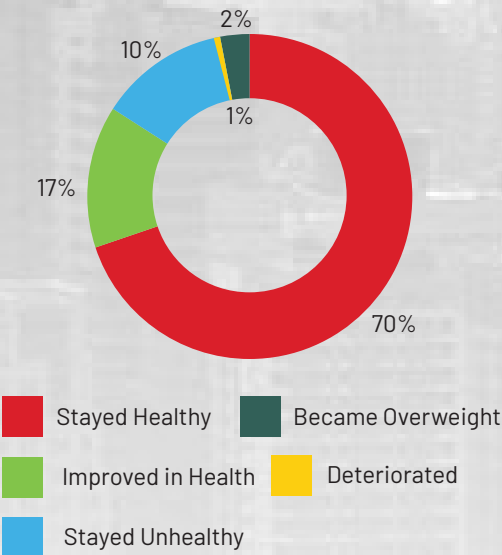


Fig. 16: Change in health status of children

Community Outreach

At MMC, we understand that supporting children goes beyond classroom interventions – it means standing alongside their families and communities.

Our Community Outreach program extends beyond the construction site, supporting migrant families where they live, work, and raise their children. An important aspect of our mission is to address the everyday challenges migrant families face – from having the right documentation to access to healthcare, education, and emotional wellbeing.

Together, we plant the seeds of lasting change.

Interactions with the community

1. Chai Pani Meetings

At MMC, a simple cup of chai becomes a powerful tool for connection and change.

Every month, our teachers host Chai Pani Meetings – informal gatherings where the parents of children attending our centres come together over tea. These meetings create a welcoming space for open dialogue, allowing parents to voice concerns, share experiences, and engage in conversations that matter to their families and communities.

More than just a meeting, Chai Pani is a bridge – between educators and families, between personal struggles and collective solutions. It's where trust is built, and community bonds are strengthened.



In the past year alone, we held **499 Chai Pani Meetings**, reaching an average of **886 community members every month** – one conversation at a time, nurturing stronger, more informed, and more connected communities.

Topics covered during monthly Chai Pani meetings



- Mental and Physical changes in Adolescence
- Importance of Breastfeeding
- Malaria
- Symptoms of Anaemia
- Child Abuse
- Malnutrition
- Importance of Education and Rights of children
- Importance of Identity Documents
- Parenting Practices
- Alcohol Addiction
- Tuberculosis
- Menstrual cycle and Hygiene

2. Lokdoots (Street Plays)

Lokdoot is more than a street play – it's a way to connect with the community.

MMC's Lokdoot program shares important information with migrant workers – not through papers or posters, but through powerful live performances. Lokdoot overcomes barriers like language and literacy by focusing on spreading knowledge and raising awareness in ways in which the community can easily access and relate.

For many, it's the first time they see their own lives and struggles reflected in a play – with their rights explained clearly. Lokdoots are performed in local languages, making the message easier to grasp and more meaningful.



83
Lokdoots

performed for
6000
Men, Women and Children



We work closely with building contractors so workers can take time off to attend. In a very short span of time, Lokdoots raises awareness, builds connections, and turn a regular workday into a moment of learning and change. In 2024 - 25, 83 lokdoots were performed at our sites with over 6000 men, women and children attending the play on various topics - Safety at Site, Importance of Education, Environmental Cleanliness, Good Touch and Bad Touch, Importance of Identity documents, Savings, etc.

3. Migration Resource Centre (MRC)

The MRC initiative has created dedicated spaces where migrant construction workers can relax and recharge during their free time, as well as access vital information and support. These centres serve as forums for regular awareness sessions on government schemes, the importance of PAN and Aadhar cards, and how to register under the Building and Other Construction Workers Act (BOCWA).

In 2024-25, we operated MRCs across eight of our construction sites, each designed to inform, enable, and engage. Beyond information-sharing, the centres help bridge the gap between the construction site and the larger world—providing newspapers to stay connected with current affairs and offering recreational resources for both indoor and outdoor games.



Facilitation of resources







MMC’s advocacy programme aims to equip migrant construction workers with the knowledge, resources, and support they need to have more choices in their lives. We offer a range of strategic initiatives—interactive engagement sessions, targeted training programmes, and the creation of critical linkages to social services and government entitlements.

Promoting construction workers’ entitlements

MMC actively raises awareness and educates its community about the importance of the Building and Other Construction Workers (BOCW) Act, emphasizing the vital welfare benefits it provides to construction workers and their families.

By simplifying the registration process and mobilizing community engagement, MMC enabled workers to access critical entitlements such as healthcare, pensions, maternity assistance, education support, and more.

In 2024-2025 alone, 2,021 construction workers were successfully registered under the BOCW Act through MMC’s dedicated efforts and 1,006 received the BOCWA ID Card. With MMCs support construction workers and their families received the following entitlements :

Entitlements					Health cards
					
Safety Kits	Gruh Udyogi	BOCWA Identity Cards	BOCWA Education Scholarship for children	Ladki Bahin Yojana	Ayushman Card
302	195	1006	8	57	387
					ABHA Card
					28

Promoting financial Inclusion:

Migrant workers often arrive in Mumbai with little or no identity documents or awareness of available welfare schemes—leaving them excluded from essential financial and social support systems.

MMC works to bridge this gap by empowering migrant workers with crucial information and assists them in accessing identity documents, opening savings accounts, and enrolling in government benefit programs. As a result the community members availed the following:

				
94	10	15	111	13

Capacity Building of workers and Alumni youths:

Vocational training has the power to transform lives—especially within the communities where we work. For many construction workers and youth who have been through our day care centres, the lack of formal skills limits their opportunities, often forcing them to accept low-paying and unstable jobs.

To address this, we offer:

Skill training for Construction workers:

MMC partnered with Rustomjee Training Academy for Global Careers to offer **training in Bar Bending**, a critical skill in the construction industry. Through this collaboration, **50 workers were successfully trained and certified as skilled professionals**, opening the door to better employment opportunities and improved livelihoods.



Skill training for youth who are our Alumni:

In our continued effort to support alumni, MMC partnered with **Pratham Education Foundation** to provide certified training in the **General Duty Assistant (GDA) programme** to five MMC alumni girls. Additionally, MMC collaborated with **Vidya Sankul Institute** to enroll one alumni youth in a certified **Civil Engineering Technologies course**.

The impact of these programmes is reflected in the stories shared below.

Success Story

Empowerment Through Skill Development

Swandeep Bansode's journey is one of quiet determination and powerful transformation. For 16 years, she lived at the Jasai Shirke quarry site, where her family relied entirely on her husband's income as a driver. Having left school before completing the 10th grade, Swandeep had limited access to employment and few pathways to economic independence.



That changed when MMC's Saksham team recognised her potential. Through timely guidance and encouragement, they helped her enroll in the General Duty Assistant (GDA) training programme, conducted in partnership with Pratham Education Foundation. Swandeep successfully completed 25 days of classroom instruction and a month of hands-on training at Mohite Hospital in Panvel—a respected centre for paediatric care.

Throughout her journey, MMC offered continuous mentorship and follow-up, helping her build not only technical skills but also the confidence to pursue a better future. Her husband, a pillar of support, stood beside her every step of the way. With the right support system in place, Swandeep stepped into a new chapter of her life—marked by self-belief, resilience, and renewed purpose.

Upon completing her training, Swandeep received a job offer from a hospital. However, when faced with a personal choice, she decided to pause and support her elder son through his critical 10th board exams. With a certificate in hand and confidence in her abilities, she knows her career can begin when the time is right.

We wish her all the very best.

Arjun Munde's Journey

In 2005, young Arjun Munde moved with his family to Bimsarnagar, Goregaon. His parents—migrant workers in search of livelihood—kept relocating across construction sites across Mumbai – in Dindoshi, Versova, and Malwani, before finally settling in Kalyan. Arjun's father worked as a crane operator, while his mother managed the household.

It was at Versova's Anand Nagar centre that there was a turning point in his life: Arjun's mother enrolled in MMC's Bal Palika Training Programme and completed it with flying colours. She was immediately absorbed as a teacher at MMC. The family found stability, and life took a hopeful turn.

However, in 2020, just as Arjun was preparing for his Class 10 board exams, tragedy struck—the sudden loss of his father to a snake bite. Despite the devastating loss, Arjun's mother stood strong. With three children to raise, she continued her role as an MMC teacher while managing the household and her children's education.

MMC stood by the family through this hardship. We ensured that all three children received continuous educational support by offering them all scholarships, thereby preventing any of them from being forced to drop out of school during this critical phase.

When Arjun turned 18, he was offered a trainee supervisor role at Shirke Company—his father's former workplace. As an alum of MMC, Arjun received ongoing counselling and career guidance from our Saksham Team, encouraging him to pursue his higher education through the Open University while he continued to work at his job.

Recognizing his potential, MMC also enrolled and supported him financially in a one-year Civil Engineering Technologies Course at Vidya Sankul Institute. In 2024-25, Arjun successfully completed the course and was reappointed in a supervisory role.

Today, Arjun's journey is a symbol of resilience and transformation. His sister is studying nursing, while his elder brother is pursuing a Bachelor's degree—testaments to the family's continued progress.

Grateful for the guidance and opportunities, Arjun remains an active participant in MMC's alumni and youth programs. We are very proud of him, his mother and their family.



Health Care for Community:

While MMC's centres ensure weekly check-ups for our children, we also run health camps on sites for the entire community.

This year, in collaboration with BSS Hospital and the BOCWA Department of the Maharashtra Labour Welfare Board, these on-site initiatives focused on preventive care, health awareness, and early intervention. These included:

9 health camps reaching **443** workers

- 2** General camps
- 1** HIV testing camps
- 2** Blood Donation Camp
- 3** Ear camps
- 1** TT camp



Health Sessions for Women:

For marginalized women—especially those from low-income or migrant communities—access to accurate health information and services remains a major challenge. Health sessions play a critical role in bridging this gap, empowering women with knowledge, voice, and agency over their own well-being.

Issues such as anaemia, menstrual health, malnutrition, reproductive infections, and mental stress are often overlooked or accepted as ‘normal’. Regular health sessions create safe spaces to talk about these concerns, helping women recognize symptoms early and seek timely care.



This year, MMC reached and empowered 599 women through a series of targeted health awareness sessions. These sessions covered critical topics such as anaemia prevention, the importance of breastfeeding, overall health and hygiene, and malnutrition awareness, aiming to promote long-term well-being and informed health choices among women in construction site communities.

Women’s Day and Safety Week Celebration

This past International Women’s Day, MMC paid tribute to the remarkable women working on construction sites, brick kilns, and stone quarries who courageously face numerous challenging circumstances and tirelessly support their families. Given how hard all these women work, we wanted them to have a relaxing time, and so we organized a series of fun-filled activities and gifts. Nearly 1000 women participated in this joyful celebration.



Migration Day Celebration

In December 2024, we celebrated Migration Day at our centres in collaboration with builders across our 17 construction sites.

Other Awareness Days

- We organised Deaddiction awareness sessions across our construction sites reaching over 360 community members.
- We organised awareness sessions on “Domestic Violence” in collaboration with the SNEHA NGO at eight of our construction sites reaching 192 community members.

International Skill Day Celebration

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

Engaging Youth and Workers

Running for a cause: Mumbai Marathon

The Mumbai Marathon is one of our biggest fundraising events. This year, five alumni and our Director, Ms. Shagoofa Rashid Khan, participated in the marathon to bring attention to our cause. Our runners 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 20 runners from our corporate partner Owens Corning India Pvt. Ltd. along with three individual runners, also ran to support our cause.



Cricket Match

The CSR Cricket Tournament 2024 – Premium League, hosted by the Maharashtra Chambers of Housing Industry (MCHI), was a thrilling and unforgettable experience for our youth at MMC. For more than ten years, this annual event has given our children a joyful platform to play, compete, and grow. This year, 52 children represented MMC with great enthusiasm, and the atmosphere was electric with excitement. The winning team proudly took home trophies, and medals were awarded to individual stars, encouraging their spirit and confidence.



The celebrations didn't stop there. At the Taloja construction site, we brought the excitement of cricket even closer to the community by organizing a spirited match that included over 100 youth and workers. The sense of unity, teamwork, and joy was palpable, turning the day into more than a match—it became a festival of togetherness. Events like these are a vital reminder of how sport can inspire, connect, and uplift lives.

Interactions with youth:

At MMC, our support doesn't end when children leave our centres. We continue to offer our alumni career guidance, mentorship, and, where possible, financial assistance to help them pursue higher education or vocational goals. We also organize alumni events, creating meaningful spaces for them to reconnect, share experiences, and build a sense of community and belonging that extends well beyond their childhood years.

This year MMC connect their Youths and Alumni through:

Annual Alumni Meet – In February 2025, we arranged a small get together for our alumni at Rural Communes, Khalapur which was attended by 59 former attendees of MMC's day care centre.



Quarterly Alumni Meeting – We have continued to hold quarterly alumni meetings, reaching over 330 alumni to date. During these sessions, alumni shared their life journeys and discussed the support they need for further education, vocational training, and other opportunities. These meetings have become a vital platform for understanding their aspirations and challenges, enabling MMC to provide targeted guidance and assistance

Training

When we train teachers, we don't just share knowledge; we build pathways to lasting change.

At MMC, we believe that skilled, compassionate educators are the cornerstone of every child's development and lifelong learning. Our long-standing Bal Palika Teacher Training Programme is central to this vision and we are committed to building a strong cadre of professional caregivers who meaningfully impact the lives of our children.

Our work is not just about creating educators. It is about breaking the cycle of intergenerational poverty and creating brighter, more equitable futures. And since every organization and situation is different, we offer customized training solutions tailored to the specific goals, contexts, and challenges of our partners.

Bal Palika Teacher Training Programme

Since 1982, MMC's year-long Early Childhood Care and Education (ECCE) Training Programme, which is affiliated with SNDT Women's University, has empowered women from underserved communities to become nurturing, capable child care providers. Blending theory with hands-on learning, the programme not only raises the standard of early childhood care but also equips women with the knowledge, empathy, and skills they need to become confident and qualified professionals.



The impact of this programme goes beyond child care. For the participants, it becomes a launchpad for financial independence, dignity, and community leadership. The experience fosters a deep sense of belonging and shared responsibility, encouraging communities to take ownership of their future.

This year, while thirty women enrolled in our Bal Palika Teacher Training Programme, nine trainees were unable to complete the course for various personal reasons. The remaining twenty-one - thirteen from slum communities and eight from construction sites - successfully completed the training and earned their Diplomas in Early Childhood Care and Education (ECCE). Nineteen graduated through SNDT Women's University, while two from MMC.

ECCE concepts are covered across 5 modules

Growth & Development

Curriculum & Methodology

Health & Nutrition

Child Welfare Services

Pre-school Administration & Management

Apart from theoretical and practical sessions, the programme includes training in Fire Safety, First Aid and Disaster management, and Child Protection. We also provided English classes through English Vani and computer literacy courses.

Our BPT training programme curtails the following:

Theoretical Concept of ECCE	188 Days
Practical Child Care Skills	96 Days

Professional Development	
English Workshop	72 hours
Computer training	60 hours

Workshop for trainees

Our trainees also attended a two-day workshop on puppet making, as well as training in First Aid, Fire Safety and Anti Ragging. We are grateful to Anubhuti Endeavours PVT. Ltd and Navnirmity Eduquality



Foundation for providing training on the Protection of Children from Sexual Offences (POCSO), classroom management, important life skills and teaching aids respectively.

Other Expert Sessions included Pregnancy and Menstruation, Malnourishment, and Time Management.

Names of the institution which employed our Bal Palika diploma holders

Seven of our certified child care professionals were absorbed by various organizations and schools

Good Shepherd school

Infant Jesus

Mumbai Mobile Creches

Bal Palika Training Assessment

An assessment of the BPT trainees showed that their knowledge and the skills in various aspects of child development had increased significantly.

Knowledge Domains	Baseline test	End line test
Early Childhood Care and Education	18	40
Preschool administration and management	19	26
Average score increased	32	63

Exposure Visit

In **September 2024**, all trainees visited **Nandanvan Palnagar**, a daycare centre in Goregaon, for a two-day programme. The visit included observing children and ongoing activities, and also provided the trainees an opportunity to conduct a session with the children.



In **December 2024**, trainees visited **SOS Village in Alibaug**, where they gained an understanding of its organizational framework. The visit offered insights into its operations, helping them connect theoretical knowledge with practical aspects of organizational management.

In **December 2024**, trainees visited **Udayachal Pre-Primary School** to explore its diverse curriculum, observe innovative teaching practices, and learn how to create engaging, sustainable, and activity-based learning environments.



In **March 2025**, Trainees visited **The Gateway School of Bombay** to explore its inclusive approach to education. They observed how teachers provided individualized support to meet each child's unique needs and gained valuable insights into curriculum adaptation for diverse learners.

Teaching Aid Exhibition

This year, the theme of our Annual Teaching Aids Exhibition was “मौसम की कहानी सुनाए जीवों की वाणी” (Voices of All Beings, Weaves Tales of Weather). It was a vibrant celebration of our trainee’s creativity and learning.

Participants proudly displayed how they had learned to make classroom experiences both fun and accessible for young minds. Exploring how various seasons in India offered different opportunities for learning, they also showcased how seasons impacted all living beings. The exhibit featured impressive 3D models, including those depicting India’s seasons and global warming.



Other highlights included MMC’s daycare centre model, and various engaging corners of Prkalp, Math and language readiness, Theme - based games, a Puppet and Library corner. The puppet show “Janvaro ka Akraman” was an entertaining and thought-provoking performance. The exhibition attracted over 110 visitors, including students, teachers, and professionals from non-profit organizations, educational institutions, and colleges.

BPT Alumni Meet

In January 2025, alumni of the Bal Palika training gathered to share their experiences and journeys, introducing several of them to a number of professional opportunities. We also organised a session on Menopause for them.

Early Childhood Care and Education (ECCE) Workshops

We organised an ECCE workshop for thirty-six Anganwadi Teachers in collaboration with the Decimal Foundation to enhance skills and knowledge that focussed on free play along with storytelling, puppet making, etc

Preserving the Art of Puppetry in a Rapidly Changing World

The traditional art of puppetry is fast fading. At MMC, however, we remain committed to keeping this art alive as a powerful tool to connect and communicate with children from construction sites and allied industries.

Recognized for its expertise in both Early Childhood Care and Education (ECCE) and Puppetry, MMC drew on this unique strength to organize a series of workshops aimed at promoting these practices among like-minded organizations and institutions. The initiative featured eleven puppetry workshops, engaging over 880 participants.

These sessions were conducted in collaboration with several esteemed institutions and NGOs, including Nanavati College of Home Science, Kishan Goradia Vishwavrutti Foundation, CHIP India Foundation, Nirmala Niketan College of Social Work, Navjeevan, YWCA, and Anjuman-I-Islam Begum Sharifa Kalsekar Girls High School, among others.



Building Childcare Capacities

In January, MMC collaborated with the The Breakfast Revolution (TBR) team to deliver capacity building sessions for ICDS teachers in Taloja. 94 teachers participated in the workshops on innovative learning tools and techniques, to build on their teaching skills and to further improve the learning outcomes of the children with whom they work.



Bal Vikas Sahayog (BVS) Training- Transforming Mothers into Community Educators.

Change begins at home. To strengthen the vital link between parenting and early childhood development, we conducted a 15-day Bal Vikas Sahayog (BVS) training program across four communities in Mumbai and Thane. A total of 68 women, many of them mothers, participated. They walked away not only with certificates, but with the confidence and tools to become active contributors to their children's growth and learning. The training covered subjects such as child rights, developmental milestones, maternal and child nutrition, first aid, and activity-based teaching methods. What began as a training evolved into a powerful catalyst for personal empowerment and community transformation.



Customised training approach

MMC continues to offer customized, on-demand ECCE training for child care professionals, tailored to the specific needs of partner organizations. In collaboration with the Dosti Group Foundation, we conducted a yearlong ECCE training for 11 teachers from Palghar Jilha Parishad Schools in Talasari and Dahanu. The program enhanced their understanding of early childhood development and equipped them with practical, child-centred teaching techniques.

This collaboration reflects MMC's commitment to building strong educational ecosystems by investing in the frontline educators who shape the futures of children in underserved communities.

Success Story

Yogita Khedkar: A Journey of Determination and Growth

Yogita Khedkar was born in Koregaon into a large, hardworking family. Her parents laboured tirelessly in the fields to raise their six children—five daughters and one son. Due to financial constraints, they could only afford to educate Yogita and her brother, leaving her sisters with limited access to formal education



When Yogita reached the 11th grade, she and her brother both enrolled in school, placing a significant financial strain on the family. Despite these challenges, her parents prioritized her education and supported her to complete her 12th grade. However, shortly after she turned 18, her marriage was arranged.

After she got married, Yogita moved into a household of six, including her husband, in-laws, and eventually, their two children. Her husband works as a taxi driver, while she manages household responsibilities, including looking after her ailing in-laws. Her children—a son in the 5th grade and a daughter in the 4th—are a central focus of her life.

Yogita and her husband are keen for their children to receive a good education. To support her family financially, Yogita began exploring work opportunities. Last year, she learned about the Bal Palika Teacher (BPT) Training program. However, while she was eager to join, she had to postpone her plans as her children were still too young.

This year, Yogita seized the opportunity and successfully enrolled in the BPT course. Through the programme, she is acquiring valuable skills and knowledge that will not only help her build a meaningful career but also allow her to positively influence young children's lives. Yogita is deeply grateful for this opportunity and is determined to apply her learning to create a better future for her family.

Success Story

Siddhi Deepak Kamble: A Journey of Resilience and Growth

Siddhi Deepak Kamble hails from Andheri and belongs to a close-knit family of three—herself and her parents. Her childhood was marked by the challenge of being diagnosed with conversion disorder, a condition that initially made academics difficult. However, because of her family's unwavering support, Siddhi gradually overcame these hurdles, passed her exams, and successfully graduated, while simultaneously completing several additional courses.



Her professional journey began as a saleswoman, but the experience was far from ideal—characterized by an unhealthy work environment and insufficient pay. Determined to find a more meaningful and stable path, Siddhi started offering private tuition classes at home. Although she aspired to start her own business, her mother advised her to pursue a teacher training course instead, believing it would provide valuable skills and a more secure future.

Siddhi came across the Bal Palika Teacher (BPT) Training program when she saw a pamphlet that someone had given her mother. It proved to be a turning point. The training has not only enriched her understanding of child development and education but has also empowered her with tools to positively impact young lives.

With renewed confidence and purpose, Siddhi is now focused on applying her learning in practical settings.

Siddhi is passionate about spreading awareness and sharing her knowledge with others. Her aspiration is to contribute to community development and early childhood education.

Our Partners

We have seen the immense power of partnerships to drive social change. We are grateful to our numerous partners. Our work is only possible because of your support.

1. Government

By working hand-in-hand with a wide range of government entities—including Municipal Corporations (Greater Mumbai, Navi Mumbai, Thane), District Administrations (Palghar and Raigad), Health Posts, Municipal Schools, the Maharashtra Building and Other Construction Workers' Welfare Board (BOCW), and the Labour Department— we ensure that construction workers and their children gain access to life-changing services such as immunization, education services, and essential entitlements. These efforts help build healthier, more empowered communities.

This year, we continued our collaboration with nearby Anganwadi centres under the Integrated Child Development Services (ICDS) to provide supplementary nutrition to children aged 3–6 years and Take-Home Rations (THR) for children aged 6 months to 6 years, as well as pregnant and lactating mothers across our centres.

In addition, we facilitated the treatment of children identified with Severe Acute Malnutrition (SAM) at the Nutrition, Research, and Rehabilitation Centre at Lokmanya Tilak Municipal General Hospital, Sion. Fortunately, and because of this timely medical intervention, these children are no longer malnourished and are now well on the path to healthy lives.

2. 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 Institute for Speech & Hearing Impaired

3. 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
- Ummeed Child Development Center

4. Builders and Contractors

A. Our partner builders in operating Day Care Centres:

- 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

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

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

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

- Sidus Buildcon India Private Limited
- North JP-Infra Realty Pvt. Ltd.

4. Owners of Brick Kiln sites (Panvel, Raigad, and Thane):

- Mr. Pradeep Bhagat
- Mr. Vaibhav Madhvi
- Mr. Santosh Bhagat
- Mr. P. D. Patil
- Mr. Avinash Kate
- Mr. Roshan Patil
- Mr. Ramesh Patil
- Mr. Eknath Patil
- Mr. Shankar Patil
- Mr. Vishal Jadhav
- Mr. Sharad Humane
- Mr. Shatru Wayle
- Mr. Bhagwan Mhatre.

Organizational Development and Growth

A. Building Alliances and Networking

Collaboration lies at the heart of change. Migrant children growing up on construction sites are among the most invisible members of our society. Their voices are rarely heard and their challenges often ignored. At MMC, we are committed to changing this narrative. Over the past year, we engaged in key policy discussions with government bodies and allied organizations to support the migrant child. Below we present an exhaustive list of key meetings and collaborations.

- In April 2024, we were invited by:
 - » Integrated Child Development Services (ICDS) Scheme, CDPO's from Urban and Rural Project to share and discuss the details of tribal children where MMC has initiated its Early Childhood Care and Education (ECCE) intervention.
 - » Shantivan Ashram to share our expertise on conducting art sessions for their children at one of their Ashram Shalas.
 - » Chief Secretary of Labour Department to discuss the Election Code of Conduct, along with other NGO's.
 - » Chief Secretary of Maharashtra to discuss the challenges of BOCWA Scheme implementation, along with other NGO's.
- In May 2024, we initiated a meeting with Deputy Commissioner ICDS, Belapur to share our expertise of Early Childhood Care and Education (ECCE) for the tribal village of Poyanje.
- In June 2024:
 - » We were invited by the Children Aid Society (CAS) to join a collaborative discussion with other NGOs on establishing a children's forum aimed at raising awareness about Child Sexual Abuse (CSA).
 - » We were invited by SNEHA Foundation to be part of a discussion on "Community Mobilization on issues of "Health and Gender."
- In July 2024, we initiated a meeting with ICDS Deputy Commissioner and Assistant Commissioner, Women & Child Development (WCD) to explore the possibility of running a Day Care Center in a tribal village in Panvel.
- In August 2024, we were invited by SNEHA Foundation to be part of a discussion on "Integrated Approaches in Urban Vulnerable Communities"
- In September 2024, we followed up on a meeting with Maharashtra Labor Welfare Board (MLWB) on a proposal to run Day Care Centre on one of their mill worker's sites.
- In November 2024:
 - » On the occasion of Children's Day, we were honored to be invited as Chief Guest at DMC Education School
 - » We initiated a meeting with Ms. Sheetal Kulkarni, Assistant Labor Commissioner, to explore possibilities of running a Day Care Centre on a Brick kiln site.
- In December 2024:
 - » We were invited by a Task Force to be part of the implementation of Pulse Polio Campaign in F(N) Ward organized by the F(N) Ward, BMC Matunga.
 - » We were invited by SNEHA Foundation to be part of the discussion on "Community Mobilization Intervention – Progress and Outcomes"
- In January 2025, we were invited by an NGO, The Breakfast Revolution (TBR), to present our

experience and expertise of Early Childhood Care and Education (ECCE) for their children in Balwadi and Anganwadi's.

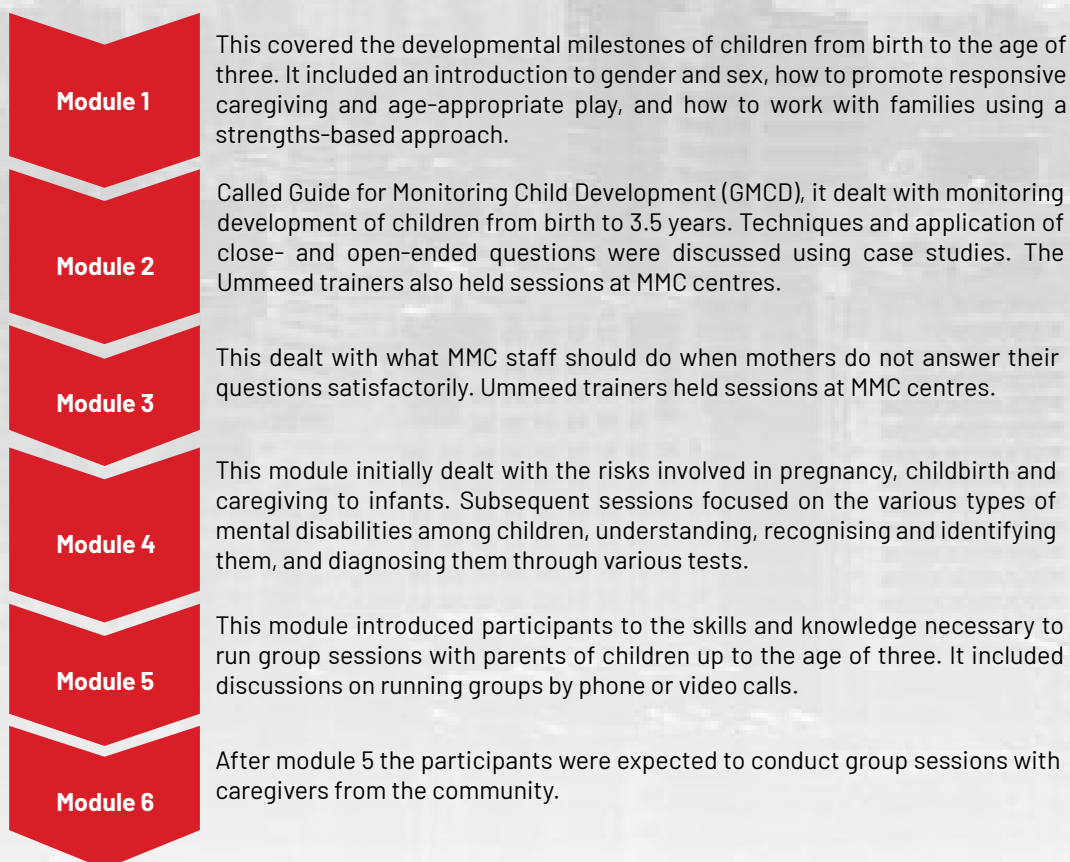
- In March 2025, we initiated a meeting with the Deputy Commissioner of Education Department to present our expertise of Early Childhood Care and Education (ECCE) for children in Municipal Schools.

B. Institutional Strengthening Initiatives

I. Enhancing parental engagement in programmes

MMC collaborated with the non-profit organization Ummeed Child Development Centre to train a new batch of our teachers to help parents recognize and seek assistance for development delays in their children.

This long-term capacity building programme had six modules:



The training journey began in 2019-20 with the first batch of 7 teachers and 5 supervisors. In 2021, a second batch of 12 teachers joined the programme. This year (2024-25), the third batch marked a significant milestone with 26 participants—14 teachers and 12 field supervisors. Each of them successfully completed the training modules.



II. Making our Presence Felt: Conferences

- We presented a paper on “MMC’s Comprehensive Education Programme” at the International Conference on Sustainable Futures: Interdisciplinary Perspectives on Education and Technology 5.0 (SFIPT 2025). The paper highlighted MMC’s inclusive approach to early childhood education for children on construction sites and in marginalized communities.
- We presented a paper on “Education and Skill Development” at the Social Impact Awards 2024.
- MMC participated in the AECED National Early Years Conference on “POLICY TO PRACTICE: Navigating the Foundational Stage” organized by AECED.
- MMC participated in a conference organized by Godrej Seeds & Genetics Pvt. Ltd on “Business and Human Rights – Pathways to Progress”. It featured an engaging panel discussion comprising experts, practitioners, and academics, focusing on practical steps businesses can take to enhance human rights within the workplace.

III. Research Studies

1. *“Unlocking Learning through Play: A Study of Children’s Engagement with the Phirti Library Programme”*

Last year, in collaboration with Mrs. Pallavi Xalxo, Assistant Professor, NN College Research Wing, a study was conducted involving 183 children aged 3 to 14, their parents, and 22 MMC teachers across five MMC daycare centers in the Mumbai Metropolitan Region (MMR). The research explored the impact of the Phirti Books and Toy Library programme, which empowers children through early exposure to books and educational toys that ignite curiosity, creativity, and a lifelong love of learning—accelerating early literacy and holistic development through play.

The programme sparked a dramatic shift in reading habits among both younger children (3–6 years) and older children (6–14 years). Before the programme, reading time was limited: over **54%** of younger children and **48%** of older children read for just half an hour daily, with only **2%** and **3%** reading for more than an hour, respectively. Post-intervention, nearly **40%** of younger children and **50%** of older children read for over an hour each day. Impressively, **84%** of children could narrate stories in their own language, and **100%** were observed exploring new words.

Reading interest also improved significantly. Among younger children, low interest dropped from **57%** to **34%**, while among older children it declined from **35%** to **23%**. Overall, **35%** of children now demonstrate high levels of reading engagement. Teachers reported even stronger gains, with only **13%** showing low interest and the majority displaying sustained enthusiasm. These results highlight the programme’s success in nurturing not just reading habits, but a genuine love for reading—driven by consistent access to engaging, age-appropriate books and meaningful reading experiences.

The programme’s impact extended beyond reading, transforming how children play. Initially, among 3–6-year-olds, play was brief and unfocused: **45%** played less than half an hour, and only **11%** played more than 30 minutes. After the programme, playtime grew longer and more purposeful, with **34%** playing for over half an hour and **36%** for about an hour. Teachers observed a shift towards structured, meaningful play lasting 30 to 60 minutes. For older children, extended play sessions surged from **9%** to **39%**, reflecting renewed enthusiasm for exploration and learning through play.

The initiative also fostered important social and cognitive skills: **64%** of children developed problem-solving strategies during play, **52%** engaged in collaborative play, and **45%** demonstrated leadership qualities.

Parental involvement, a critical factor in early learning, increased dramatically. Participation in reading activities rose from **10%** to **40%**, while engagement in play with educational toys more than doubled—from **23%** to **53%**. This demonstrates the programme's effectiveness in encouraging parents to actively support their children's learning journey.

By fostering deeper engagement in both reading and play, the Phirti Books and Toy Library programme lays a strong foundation for children's holistic development. This innovative approach is transforming childhood learning experiences, empowering children to explore, imagine, and grow through the power of books and play.

2. *"Empowering Parents, Enriching Childhoods: Understanding Child Development & Family Engagement through the CORP Programme"*

In 2024–2025, Mumbai Mobile Crèches (MMC) conducted a study of its Community Outreach Programme (CORP) to understand its benefit on the development of children from marginalized communities.

The findings revealed that the CORP Programme has been a transformative force in the lives of vulnerable children, effectively addressing the challenges they face through a holistic, community-driven model.

The study was conducted across five CORP sites – engaging 261 families. The study found that the integration of early childhood education, health interventions, social schemes, and parental engagement has led not only to measurable improvements in child development, but also to long-term behavioural and systemic change within the communities.

Nearly **99%** of the respondents were mothers, many of whom have now become active agents of change in their households and neighbourhoods. Through the programme, they gained vital knowledge on parenting, early care, and nutrition, bridging critical gaps and enhancing their children's well-being.

Almost **77%** of children were educationally engaged through the CORP Programme. Parents reported significant improvements in language development, creativity, reading habits, and teamwork. **68%** of children developed stronger communication skills, which helped them bond better with parents, siblings, and peers. Nearly, **75%** of older children began spending more time on their studies and homework, indicating greater focus on education.

MMC's efforts in creating awareness about government health facilities—especially local health posts—led to a substantial increase in access, from **6%** to **37%**. Sessions on Good Touch and Bad Touch enhanced parental vigilance and deepened their commitment to child safety. Hygiene awareness sessions sparked lasting behavioural change, with parents now prioritizing personal hygiene, handwashing, and cleanliness of their surroundings.

The Chai-Pani meetings emerged as a powerful platform to mobilize communities, spread awareness on health and social issues, and inspire collective action. These meetings benefited **72%** of parents in every session. CORP's work in reinforcing the importance of immunization had notable results: Wherein, **52%** of parents understood the importance of timely immunization. **46%**

received reminders for their children's upcoming vaccine doses. The parents acknowledged that the CORP team actively coordinated with health posts, ensuring smoother access to essential health services for their children. Initially, only **37%** of families were connected to ICDS services. Through targeted interventions, CORP successfully increased this to **63%**, ensuring broader access to nutrition, health, and early education resources.

Parents shared that the CORP Programme helped them better understand their children's emotional and developmental needs, while providing structured learning and safe spaces for children. All respondents recommended expanding the programme to other communities. The assessment confirms that the CORP Programme is deeply relevant, practical, and scalable. With a robust evaluation design and engagement with 261 families, the findings provide strong evidence of the programme's replicability across other marginalized communities.

C. Sensitizing and Strengthening the Capacities of our Communities

MMC is driven by the conviction that every child should experience safety, security, and opportunity. In line with this belief, this year too, we made strategic investments to sensitize and empower migrant workers on construction sites and in underprivileged communities. These efforts were implemented through the following initiatives:

I. Mock Drill Session - Fire Safety and Disaster Management

MMC's Fire Safety and Disaster Management Mock Drill, is conducted across centres with active participation of children and parents living on construction sites—high-risk environments where preparedness can save lives.

Boosting safety awareness and knowledge, evacuation procedures, and ensuring swift, safe responses in emergencies. This year, over 1,000 participants have benefited, strengthening community safety and resilience

During a recent fire incident, MMC witnessed communities learning in real-time. At two of our day care centres on construction sites, when a small fire broke out in the community, parents and children applied what they'd learned—responding calmly and effectively so that there were, fortunately, no casualties, helping the site safety officer to very quickly bring the situation under control. The builder commended MMC and its team for this life-saving initiative, recognising how preparedness led to safe and swift resolution.



II. Protection of Children from Sexual Offences (POCSO) Awareness Efforts

This year, we deepened our collaboration with the Rubaroo Breaking Silence Foundation and also expanded outreach through our Lokdoot programme, conducting sensitization sessions on the POCSO Act for over 500 parents and children. These structured, interactive sessions fostered awareness, empowered children with self-protection strategies, and equipped parents to actively safeguard their children—contributing to a more informed and resilient community.

D. Building capacity of the staff

Our grassroots team is our face, our heart and the backbone of our organisation. This year, we ran the following training sessions for our staff.

I. Child Protection and Safety



Disaster Management and Fire Safety

107 Staff and
2 CCC Teachers



Prevention of Sexual Harassment in Work Place

124 Staff + 4 Board of Director
+ 1 external IC member



Child Protection, Juvenile Justice Act and the Protection of Children from Sexual Offences Act (POCSO)

111 Staff and 2 CCC Teachers



First Aid Training

26 Staff received
certification in
First Aid Training

II. 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):

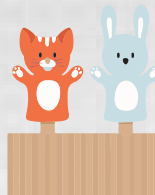
22 teachers, 4 supervisory field staff and Programme team underwent a two-day workshop on National Curriculum Framework (birth to 3 years) conducted by AECED.

Broadening Horizons



Library Workshop

19 field staff were trained
in techniques of reading
such as voice modulation,
expressions and
transition activities



Puppet Training

30 field staff were trained
in puppet making by MMC's
Puppet Team



Awareness Session

21 field staff attended
the awareness session
on "Child Sexual Abuse"
organized by Rubaroo

III. Administration and Management

Many of our staff also attended the following Supervisory Development Workshops

Tools for Team Excellence

Donor due diligence of NPOs and Successful Grant Management end to end by Saathi Development Services LLP. - **1 staff**

Online workshop for NGO on Statutory Compliances by Bodhan Sathi Development Services LLP - **1 staff**

CSR Fundraising for NGOs by Impactyog Development services LLP - **1 staff**

Microsoft Excel Training conducted by- Mr. Dev Dhoot, Excel Trainer - **30 staff**

Team Building workshop conducted by Yellow Spark LLP - **30 staff**

"Demystifying the Early Years: Foundations for Lifelong Learning and Well-being" by Vipla Foundation - **2 staff**

Key Result Areas -(KRA) - **6 staff** and POSH Compliance - **2 staff** by Yellow Sparks LLP

Khel Pathshala 2025 by Oscar Foundation - **1 staff**

Project planning, Monitoring, Evaluation and Result based Management by Bala Vikasa - **3 staff**

Project planning, Monitoring, Evaluation and Result based Management by Bala Vikasa - **3 staff**

Daan Utsav by GuideStar India - **1 Staff**

"Leadership & Team Building Workshop" organized by Infinity Consulting Services - **27 staff**

Expanding Horizons: Pathways in Human Development conducted by Dr. BMN College of Home science - **2 staff**



IV. 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

V. Our proud moment - Annual Social Meet

Our Annual Social Meet was a grand celebration of MMC's 52 years of service and impact. Graced by our esteemed Directors and lifelong Members – Mr. R.R. Shastri, Mrs. Nalini Chhugani, Mrs. Vrishali Pispati, and Mrs. Eva Runganadhan – The event began with a traditional lamp - lighting ceremony and a graceful Ganesh Vandana dance performance. A key highlight of the event was a captivating puppet show, bringing an atmosphere of joy and laughter.

Employees who completed 10 years of service with MMC were honoured with a Silver Coin, a proud moment as they received this recognition from our Directors. The event continued with a visit to the NGO Gram Sanvardhan Samajik Sanstha, exchanging knowledge and exploring meaningful collaborations, followed by scenic trip to Alibaug's - Revdanda Beach and a historic tour of Murud-Janjira Fort and Birla Temple.

The Annual Social this year was a truly memorable blend of reflection, recognition and togetherness, uniting us in common purpose and deep friendship.



Travel

National Travel

Name and Designation	Destination	Purpose	Expenditure
<ul style="list-style-type: none"> Frahinsa Rodrigues, Chief Executive Prachi Chavan, Education Officer 	Jaipur, Rajasthan	AECED National Conference	Rs. 32, 930 borne by IMC India Securities Pvt Ltd and Rs 11,183 borne by MMC
<ul style="list-style-type: none"> Vrushali Naik, Sr. Programme Coordinator Pradeep Shinde, Sr. Programme Coordinator Sunita More, Programme Associate Ranjana Khirade, Programme Associate Shilpa Jambulkar, Programme Coordinator Prachi Chavan, Education Officer Snehal Kalebag, Jr Health Officer 	Pune	Door Step School Foundation - For sharing knowledge and strengthening impact	Rs 11,806 borne by MMC
<ul style="list-style-type: none"> Bal Palika Trainees Shweta Kolge, Training Officer Manjula Shelar, APC Anita Gajbhare, Programme Officer Samina Pirjade, Programme Officer 	Alibaug	Exposure visits to SOS Children's Village	Rs. 18,000 borne by Schindler India Pvt. Ltd. and Bajaj Allianz Life Insurance Co. Ltd. Rs 470 borne by MMC

International Travel

No international travel was undertaken during the financial year 2024-2025 by any staff as well as Board of Directors.

Governance

Our Board

Name	Age	Position	Occupation	Board Meetings Attended
Mr. Ashok Mahadevan	76	President	Social Service	4
Mrs. Nalini Chhugani	87	Secretary	Social Service	4
Mr. Raghavan Shastri	72	Director	Corporate Legal Advisor	4
Mrs. Vaishali Deodhar	69	Director	Social Service	2
Ms. Devika Mahadevan	47	Director	Social Service	1
Mrs. Vrishali Pispati	55	Director	Consultant	4
Ms. Shagoofa Rashid Khan	50	Director	Lawyer	1
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 2024-25.

Details of Board Meetings

Sr. No.	Date	Attendance
1	June 29, 2024	5/8
2	August 31, 2024	6/8
3	January 04, 2025	5/8
4	March 29, 2025	6/8
5	September 21, 2024 (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 2024-2025.

Financials

Detailed Income and Expenditure Account

Year Ended 31st March, 2025

Particulars	Amount in Rs.	
	For the year ended, 31st March 2025	For the year ended, 31st March 2024
Income		
Grant and Donations	6,27,39,074	5,94,53,893
Other Income	1,02,53,599	91,03,484
Total Income	7,29,92,373	6,85,57,377
Expenses		
Employee Benefits Expense	3,12,75,584	2,92,11,733
Depreciation and Amortization Expense	8,91,409	9,45,775
Other Expenses	3,64,08,680	3,30,91,345
Total Expenses	6,85,75,173	6,32,48,853
Excess of Income over Expenditure before exceptional item, prior period expenses and Tax Expenses	44,16,700	53,08,524
Exceptional Item	-	-
Excess of Income over Expenditure	44,16,700	53,08,524

Abridged Balance Sheet as of 31st March, 2025

Particulars	As at 31st March, 2025	As at 31st March, 2024
<u>FUNDS AND LIABILITIES</u>		
Corpus and Other Funds	8,78,07,534	8,66,15,858
Reserves and Surplus	7,48,96,889	7,04,80,189
Non current Liabilities		
Long-Term Provisions	63,20,533	60,93,794
Current Liabilities		
Other Current Liabilities	1,30,87,690	1,60,45,436
Short-Term Provisions	11,14,609	11,90,690
Total	18,32,27,255	18,04,25,967
<u>ASSETS</u>		
Non-Current Assets		
Property, Plant and Equipment		
Tangible Assets	72,04,123	77,85,987
Intangible Assets	47,134	70,734
Long Term Loans and Advances	20,11,762	25,36,714
Current Assets		
Cash and Cash Equivalents	17,23,75,603	16,81,25,609
Other Current Assets	15,88,633	19,06,923
Total	18,32,27,255	18,04,25,967

Receipts and Payments for the F.Y. 2024-2025

Receipts	Amount (₹)	Payments	Amount (₹)
Opening Balance			
Bank Accounts	1,59,98,316	Fixed Assets Acquired by MMC	2,84,686
Cash-in-hand	53,797	Investments	4,03,33,001
Corpus Fund	11,83,001	Special Purpose Fund	2,32,370
Fixed Assets Acquired by MMC	1,169	Current Liabilities	3,14,86,056
Investments	3,66,00,000	Indirect Expenses	519
Special Purpose Fund	2,32,370	Admin Expenses	15,13,546
Current Liabilities	8,78,740	Approved Projects/Grants	2,65,80,314
Sales Accounts	250	Field Programme Expenses	65,37,076
Approved Projects/Grants	4,86,46,801	Foreign Donation Utilised	11,74,823
Donation Received	1,01,73,383	Foreign Interest Utilised	6,58,098
Foreign Donation Received	11,74,823	Fund Raising Expenditure	59,561
Interest on Investment	90,93,049	Other Current Assets	15,32,201
Other Current Assets	28,91,482	Closing Balance	
Other Income	34,176	Bank Accounts	1,65,37,414
		Cash-in-hand	31,692
Total	12,69,61,357	Total	12,69,61,357

Auditors, Legal Advisor and Bankers

Bharat G Goyal Advocate (Legal Advisor)

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

M/s N A Shah Associates LLP (Statutory Auditor)

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

M/s Kalyaniwalla & Mistry LLP, Chartered Accountants (Internal Auditor)

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

M/s Robert Pavrey and Associates (Practicing 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, Colaba, Mumbai - 400 001
- **State Bank of India FCRA Account** - FCRA Cell, 4th Floor, New Delhi Main Branch, 11, Sansad Marg, New Delhi-110001
- **Standard Chartered Bank**- Unit 7/8, Lodha Parkside Retail, Senapati Bapat Marg, Lower Parel Mumbai - 400 013
- **Bank of Baroda**- Esperanca Building, Colaba, Mumbai - 400 039
- **Kotak Mahindra Bank**- Botawala Chambers 2, Sir Pheroze Shah 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	14,14,812
Three Highest Paid Full Time Staff		
Pradeep Shinde	Programme Coordinator	8,94,288
Aarati Morvekar	Finance & Compliance Officer	7,74,578
Mangesh Jagdhane	Research & Documentation Coordinator	7,24,708
Lowest Paid Full Time Staff		
Arti Kalpund	Health Organiser	1,80,369
Highest Paid Part Time Staff		
Vrushali Naik	Programme Coordinator	4,96,944
Lowest Paid Part Time Staff		
Harshada Tate	Teacher	1,17,937

Monthly Salaries and Benefits

Rs	Men	Women	Total
Less than 5,000	0	0	0
5,000-10,000	0	1*	1
10,000-25,000	3	87	90
Above 25,000	2	8	11

* The one employee in the salary range from Rs 5,000-10,000 is part-time employee of Mumbai Mobile Creches

Volunteers

Friends of MMC

MMC extends its heartfelt gratitude to all the individuals, companies, and organizations who have stood by us. Your support is transforming the lives of children on construction sites and in marginalized communities, ensuring they grow up happy, healthy, and educated.

Our volunteers have dedicated countless hours, and their tireless efforts—both in our offices and day care centres—have made this year a tremendous success. With your continued support, we look forward to creating an even brighter and more impactful year ahead for the children we serve.

“ A bright and happy space

Our art workshops with MMC are a delight. The children are overjoyed to see the Know Your Art team. They remember all our previous workshops with great enthusiasm and are always eager to learn more. The kids at MMC take great pride in all that they do.

We are humbled to be associated with the MMC. ”

- Mrs. Rishita Chandra, “Know Your Art” Team

“ I interned with MMC for a month and my experience has been nothing but great. They do live up to their vision and mission of creating a safe environment for the children at construction sites and paving a path for their bright future. ”

- Anvesha Gautam, Student Intern at MMC, FLAME University, Pune.

“ My internship at the MMC centres was a profound journey into the heart of educating the children of migrant workers. It provided me with invaluable practical experience and insights into the nuances of teaching that I will carry forward into my future pursuits.

The lessons learned here about the importance of teacher’s presence, theme - based teaching, and interactive teaching methods will undoubtedly shape my life perspectives in years to come. ”

- Student Intern at MMC - Rohan Bose, TISS Mumbai

SUPPORTERS

Thank you

Our milestones are a true reflection of your compassion and commitment. Your support has given us the strength to reach new heights and continue our mission with confidence. Heartfelt thanks to each of you for believing in us, giving generously, and standing firmly by our children. None of this would have been possible without your unwavering support!

- Our Advisory Panel members – Mr. Bharat Goyal, Mrs. Malini Thadani, Dr. Nilima Mehta, Ms. Purnima Thacker, Dr. Shobha Anand Udipi, Ms. Sugandhi Baliga and Ms. Shonar Chinoy have been a huge support to MMC's mission. We thank them for their invaluable guidance.
- We thank Child Vikaas International, Verein Mobile Krippen, United World College of South East Asia (UWCSEA) for their decades-long support.
- We appreciate the generous donation from Mr. Ashok Samuel, Mr. Gunther Pankoke, Mr. Nikhil Marwaha towards our work and thank them for their continual trust and support.
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- Our new funders D Mart Foundation, IMC India Securities Private Ltd, Sumitomo Mitusi Banking Corporation, demonstrated its encouraging faith in MMC's work by supporting MMC generously last year. We look forward to their continuous support in the coming year.
- We are profoundly grateful to Anamudi Real Estates LLP and all individual donors for their generous support towards our corpus funds.
- We are grateful to Mrs. Kanta Masand for her generous donation towards Annual Camp Gifts and Ms. Koshu Chanrai for valuable in kind donation.
- Our heartfelt thanks to all the individual donors for their generous donation and support for TATA Mumbai Marathon 2025.
- Many thanks to all donors who donated to MMC through platform like Benevity, Give Foundation, Help Your NGO Foundation, Saathi Re and United Way of Mumbai
- We sincerely thank Ms. Purnima Thacker and Ms. Rishita Chandra from 'Know Your Art' for conducting art sessions at our centres.
- Our thanks to Mr. Steven Swaby for voluntarily teaching English and football to our children.
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- Our sincere thanks to American School of Bombay for organizing football, and sessions around our monthly theme for our children.
- Many thanks to Pratham Education Foundation, for conducting skill orientations and training sessions for community members and contractors on construction.
- We thank team members from Sumitomo Mitusi Banking Corporation for participating in arts & crafts, Storytelling, activities with our children on their Shaka-Kachi day. Many thanks to volunteers from Accenture India, Google India, Larsen & Toubro India, Reliance Foundation, Solutia Chemical India Pvt. Ltd, Tata Asset Management Private Limited (TATA AMC), TATA Trent

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 - Many thanks to these health posts and organization for conducting awareness sessions on Importance of breastfeeding - Azaad Nagar & Balkumb Health Post - Thane, Goregaon Health Post, Panvel Municipal Corporation Health Post, and SNEHA.
 - Many thanks to the Public Health Department - F North Ward, for initiating immunization at our Wadala centre.
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 - 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 for providing their hall to host a special event of Chess tournament for our children on Children's Day.
 - A special thanks to the Trunk Museum, for conducting educational sessions on India's first ancient civilizations for our children at the centers.
 - We sincerely thank the Dr. Bhau Daji Lad Museum for graciously hosting the Block Party Workshop and museum tour for our children.
 - We thank the student interns from SNDT University and Nirmala Niketan College of Social Work.
 - We thank Dosti Trust and Shree Chandulal Nanvati Women's Institute and Girls High School for their generous donation.

Donations

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

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

We are deeply thankful to the following individuals:

- | | |
|------------------------------|-----------------------------------|
| • Mrs. Anupama Chalkar | • Mr. Neel Shahani |
| • Mrs. Anuradha Mittal | • Mr. Naozad Sirwalla |
| • Ms. Aarati Morvekar | • Mr. Pradeep Shinde |
| • Mr. Alamuri Sriram | • Mr. Raghavan Shastri |
| • Mr. Chandramouli Batibrolu | • Mrs. Rishita Chandra |
| • Mr. Constantine Rodrigues | • Mr. Rajeev Ohol |
| • Ms. Devika Mahadevan | • Ms. Shyni Abraham |
| • Mrs. Frahinsa Rodrigues | • Mr. Satyendranath Bhat |
| • Ms. Kamna Pandey | • Ms. Shonar Chinoy |
| • Ms. Mini Abraham | • Ms. Shagoofa.R. Khan |
| • Ms. Minaxi Haksar | • Mrs. Saroj Satija |
| • Mrs. Nalini Chhugani | • Mrs. Vrushali & Mr. Sameer Naik |
| • Mr. Nikhil Marwaha | • Mrs. Yashoda Bhat |
| • Mr. Nakuleesh Sharma | |

Donations and Earmarked Grants: Organizations, Trusts and Foundations

Our sincere thanks to the following organizations:

- Azim Premji Foundation
- Child Vikaas International
- D Mart Foundation
- Give Foundation
- Help Your NGO Foundation
- Reliance Foundation
- 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

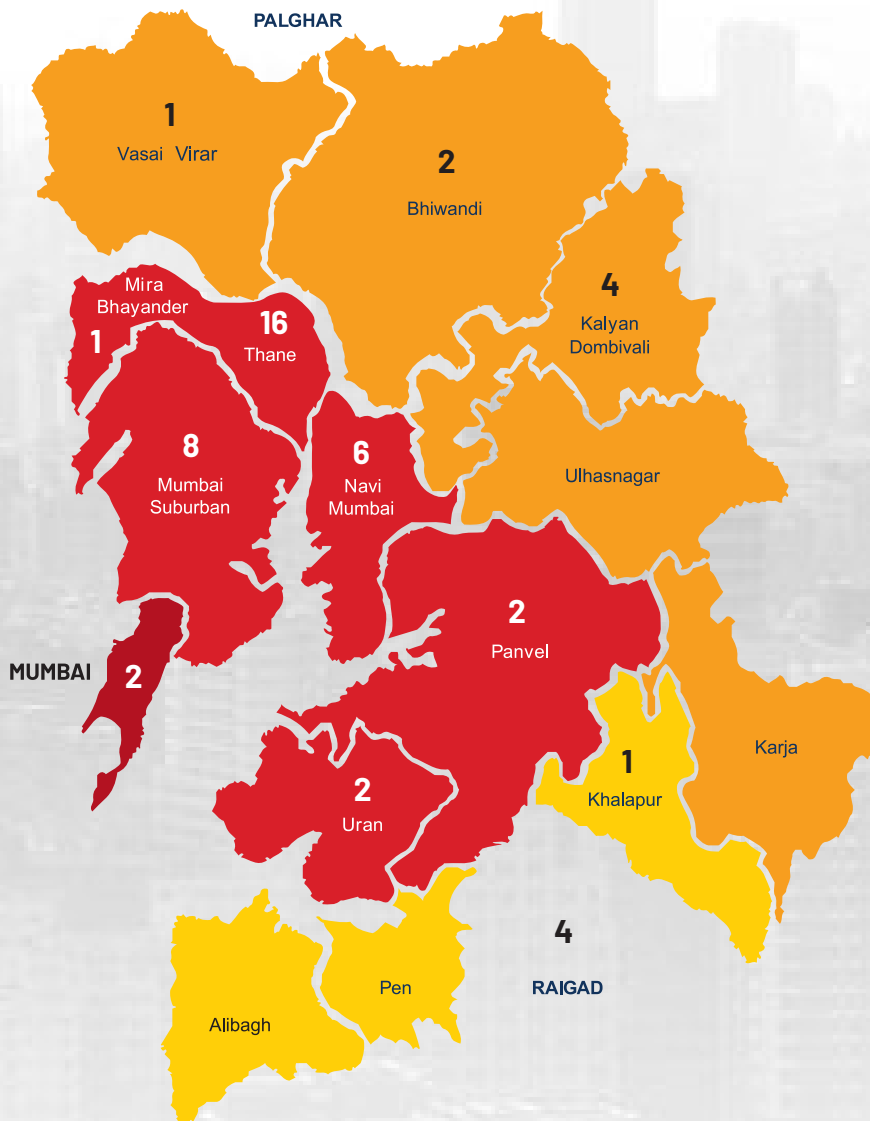
We are deeply thankful to the following companies:

- Anamudi Real Estates LLP
- Bajaj Allianz Life Insurance Company Ltd.
- B.G. Shirke Construction Technology Ltd.
- Capri Global Housing Finance Limited
- Godrej Seeds and Genetics Ltd.
- Gigaplex Estate Pvt. Ltd.
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- IMC India Securities Pvt. Ltd.
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- Kotak Mahindra Investments Ltd.
- Owens- Corning (India) Pvt. Ltd.
- Roma Builders Pvt. Ltd.
- Sumitomo Mitusi Banking Corporation
- Solutia Chemical India Pvt. Ltd.
- Schindler India Pvt. Ltd.
- Western Consolidated Pvt. Ltd.

Donations in kind

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

MMC Operated Centres



MMC Day Care Centres on Construction Sites

- | | |
|--|--|
| 1. Hiranandani Estate, HCC | 9. B. G. Shirke Constructions, Patalganga |
| 2. B. G. Shirke Constructions, Virar | 10. B. G. Shirke Constructions, Powai |
| 3. Hiranandani Estate, Patlipada, Thane | 11. B. G. Shirke Constructions, Raigad |
| 4. Gigaplex Estate Pvt. Ltd., Airoli-Patni | 12. B. G. Shirke Constructions, Shirdhon |
| 5. B. G. Shirke Constructions, Vikhroli | 13. B. G. Shirke Constructions, Khoni |
| 6. Kapstone Constructions Pvt. Ltd. (Rustomjee), Thane | 14. B. G. Shirke Constructions, Wadala |
| 7. B. G. Shirke Constructions, Pendhar 1 to Pendhar 4 | 15. Rosa Manhattan, Thane |
| 8. B. G. Shirke Constructions, Goregaon 1 and 2 | 16. B. G. Shirke Construction Labour camp, Dahisar |

Special Projects – Day Care Centres Slums

1. Khindipada, Mulund
2. Korba Mithaghar, Wadala

Care –on – Wheels – Mobile Bus Education Sites

1. EIRENE, Runwal Developers, Thane
2. D.S. Mahavir Kalpavriksha, Thane
3. Vijay Patil Chawl, Thane
4. Highland Spring, Thane
5. Pushpanjali, Thane
6. Regency group near Hiranandani, Thane
7. Nirmal Mall, Mulund
8. Vihang Valley, Thane

Quarry Sites (Stone Crushing sites)

1. B. G. Shirke Constructions, Uran
2. Bhavesh Stone Crushing, Uran

Community Outreach Programme

1. Dharmacha pada, Thane
2. Turfa pada, Thane
3. Laxmi Nagar, Thane
4. Peruchi Wadi, Khalapur
5. Roadpali, Navi Mumbai

Builder Managed Child Care Centres

1. North JP-Infra, Mira Road East, Mira Bhayandar
2. SIDHUS Buildcon, Navi Mumbai

Brick Kilns

1. Brick kiln site of Mr. Bhagat and Mr. Madhvi Panvel
2. Brick kiln site of Mr. Santosh Bhagat, Navi Mumbai.
3. Brick kiln site of Mr. P. D. Patil, Raigad
4. Brick kiln site of Mr. Avinash Kate, Raigad
5. Brick kiln site of Mr. Roshan Patil, Raigad
6. Brick kiln site of Mr. Ramesh Patil, Panvel
7. Brick kiln site of Mr. Eknath Patil, Dombivali
8. Brick kiln site of Mr. Shankar Patil, Dombivali
9. Brick-kiln site of Mr. Vishal Jadhav, Bhiwandi
10. Brick-kiln site of Mr. Sharad Humane, Thane
11. Brick-kiln site of Mr. Shatru Wayle and Mr. Bhagwan Mhatre, Thane

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MOMENTS THAT MATTERED!!



Annual Social Meet



Doctor's Meeting



MMC being felicitated for its Fire Mock Drill



Meeting Ms. Devika Singh, Co-Founder, Mobile Creches, Delhi



Our funder Mr. Rajagopalan connected online from California for the Chess Tournament





Mumbai Mobile Creches

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

contact@mmcmail.org.in, 022-22020879/69

www.mumbaimobilecreches.org

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