

# Mumbai Mobile Creches



## Annual Report 2012-2013

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*Photographs: Front & Back Cover - Tash McCarroll*

*We thank all the young artists at the MMC centres who contributed the drawings in this report.*

# 1. Executive Summary

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Dear Friends,

This year, 2012-13, has brought a significant number of new and exciting changes to Mumbai Mobile Creches (MMC). Through the Annual Report we will address these changes and report our reach for the year. The report is structured to give you some background of our vision and mission and our core programmes and then explain how we implemented these programmes by showing data gathered from our constituents. This Executive Summary highlights five of MMC's major changes and accomplishments from 2012-13:

**First**, we have again strengthened the quality of our education programme and made nutrition a priority. In 2011, we introduced fruits and eggs on a weekly basis at our centres. We are proud to say that we were able to continue serving these nutritious snacks throughout 2012-13. In October, 2012 we officially launched our Read-to-Grow Library Programme at 10 of our centres through a week-long celebration of Reading. The programme has helped us increase the number of books at our centres and helped teachers place a greater emphasis on the importance of reading and literacy. Children and community members are benefiting from this programme and we are thrilled to be expanding it to more centres this coming year.



**Second**, since 1982, MMC has been providing training for teachers and has trained over 1000 men and women to date. Last year, 14 trainees graduated from our course and are now well-equipped with the necessary knowledge and skills to successfully run a class and provide children with stimulating and nurturing care. We have a great deal of experience in early childhood education, and in attempting to share this, we have also conducted 26 day training sessions in building childcare capacity among various slum communities so that they can provide appropriate care for the very young child. This programme aims to train women to specialise in working with children ages 0-3 years. This year, we successfully trained 72 women from low income groups and slum areas through five training courses we facilitated in partnership with other organisations. These women are now empowered with the skills necessary to care for the very young child.

**Third**, our advocacy programme has made huge strides towards bringing services and information to the migrant community. MMC's advocacy team has worked hard to build partnerships with local hospitals and medical facilities in order to facilitate more eye and medical camps than were held earlier. We have reached over 2,000 construction workers through 17 eye check-up camps, 8 blood testing camps and 5 medical camps. We have also conducted 46 lokdoots, reaching over 11,000 people. Furthermore, we have succeeded in facilitating vocational training for 32 women living on construction sites. These women have been imbued with independence, confidence, and skills which help them contribute to

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their families' economic stability. Additionally, MMC has introduced the first ever Migration Resource Centre, a community centre for members of the construction site to congregate after working hours and discuss important social issues with MMC staff and with each other, or just to de-stress and build a sense of community by playing games such as carom board and discussing the news they have read in the newspapers that have been provided for them.

**Fourth**, at MMC, we place a great deal of importance on capacity building for staff as well. We run training sessions throughout the year with our teachers and centre staff and help to build staff capacity in the office by sending staff to workshops and on exchange visits to link with other non-profit organisations working in similar sectors. Teachers have attended workshops on puppet making, storytelling, music and art, first aid, teaching English, food safety and hygiene and teaching mathematical principles. We strongly believe in equipping our teachers with the skills and knowledge they need to handle any situation that may arise in their classrooms and to prepare our children as best as they can for the future.

**Fifth**, we have increased our focus on internal strengthening measure in order to ensure that MMC operates effectively, efficiently and with maximum transparency. In 2010, we introduced a Child Protection Policy which all staff and all visitors at our centres must adhere to for the safety of the children at our centres. In 2012-13, MMC created and implemented a Food Safety and Hygiene Policy, an Accident and Emergency Policy, and a Code of Ethics and Conduct. We hope that these policies will strengthen the institutional framework which helps protect our children and serves our community. Additionally, this year we recruited an Advisory Panel which comprises of dedicated individuals who are willing to share their insight and contribute to improving our operations and our programmes.

I am proud to serve as CEO for an organisation that works with such commitment and dedication to its cause. I find myself gaining strength and perspective each day from our programme officers, our teachers, and our children. MMC is extremely fortunate to have supporters who believe in our cause. I would like to extend a special thanks to some of our long-time and exceptionally generous supporters: EdelGive Foundation, Give India, Impact Foundation, KPMG in India, The British Asian Trust, The Central Social Welfare Board, and The Global Fund for Children. I am also thankful for our extremely supportive and helpful Board of Directors and for all MMC's staff who build our programmes from the ground up and work tirelessly to bring education, nutrition and healthcare to the children of migrant construction workers.

We are all looking forward to what the future has in store for MMC and for the children we serve!

Sincerely,

**Vrishali Pispati**  
*Chief Executive Officer*

## 2. About MMC

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### Vision:

For all children to have a nurturing and happy childhood.

### 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.



### Theory of Change:

The work and initiatives undertaken at Mumbai Mobile Creches are strongly founded in the belief that the root causes of poverty and inequality must be addressed in order to initiate lasting social and economic change. As such, MMC has developed a comprehensive education, healthcare, and nutrition programme for children of migrant labourers living on Mumbai's construction sites.

This constitutes a proactive poverty alleviation strategy; it helps to provide crucial resources to some of the city's most vulnerable citizens. Through critical health interventions in conjunction with quality education and daycare services, MMC aims to help break the cycle of poverty by investing in our society's future: its children.

# 3. Our Background

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## History:

In 1969, on a construction site in Delhi, Meera Mahadevan picked up and soothed a wailing infant. From that impulsive act, Mobile Crèches was born.

After its founding in Delhi, the organisation branched out to Mumbai and Pune, and has since reached over half a million children. Since 2006, Mumbai Mobile Creches has been registered as an independent identity. In the last forty years, we have worked on hundreds of construction sites, and developed a model programme that can be replicated on sites anywhere.

In addition to serving children, hundreds of women have benefitted from our training programme since its inception, many now help us provide day care for children all around Mumbai. In 2012-13, we ran 37 centres and reached over 4500 children. Each of the children we care for is nurtured and supported so that they can grow up healthy and happy.



## Method:

- Every centre has a creche for children under three, a balwadi for three to five year olds, and after school support classes for children ages six to fourteen.
- A nutritious lunch and snacks are served daily, and doctors visit each centre weekly to monitor the children's growth and treat those that are sick.
- We help older children to get into local schools, provide scholarships, and offer supplemental programming so that they stay in school.

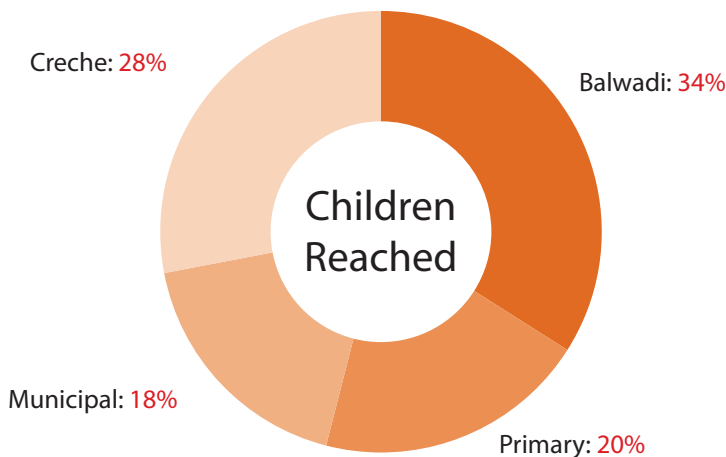


## 4. Our Children

In 2012-2013, Mumbai Mobile Creches reached **4665** children, serving an average of **1167** children each month. We operated **37** centres over the course of the year.

Number of Children Reached, 2012-2013

Creche (birth to three years old)	1286
Pre-Primary / Balwadi (three to six years old)	1567
Older Class (six years to fourteen years old)	1812
<b>Total</b>	<b>4665</b>

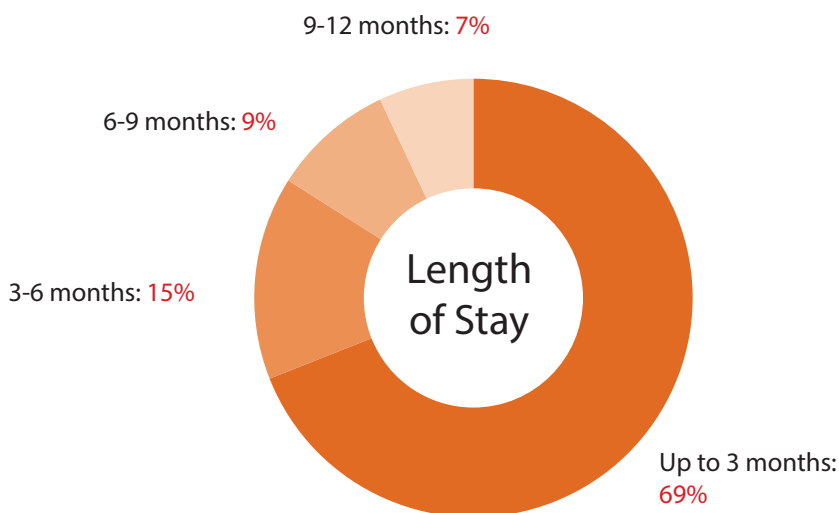


The chart pictured above illustrates the breakdown of the number of children at our centres according to the classes they are placed in. This past year, 62% of the children we served were below six years of age, which is lower by two percentage points from 2011-2012. We have an extremely high proportion of very young children at our centres, with over a quarter of them being under the age of three. Children of such a young age are extremely vulnerable to the health and safety risks of living on construction sites. Here lies the importance of our comprehensive day care programme which provides these children with shelter, nurturing love and care in addition to a high quality education.

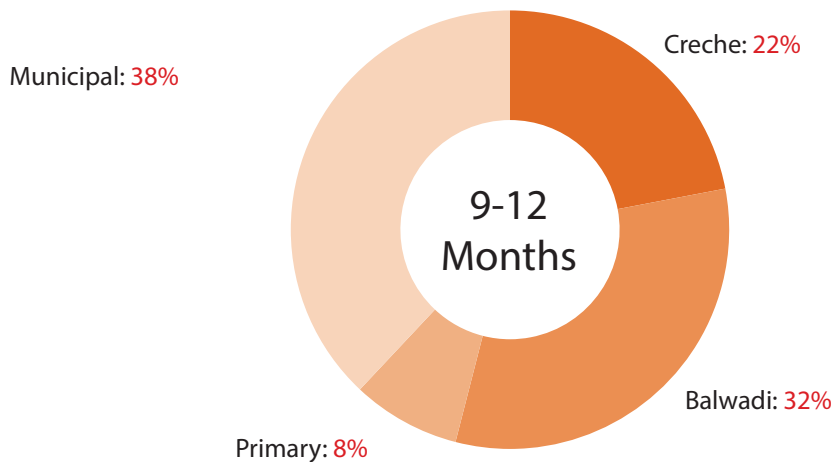


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Additionally, the data reveal a significant increase in municipal school enrolment from our centres as compared to previous years. Whereas last year 34% of children aged 6 and above attended municipal schools, this year 48% of eligible children were enrolled and attended the schools. This constitutes a significant achievement for us, as enrolling children in municipal school is of vital importance to our programme. While our education programme aims to provide children with the many tools necessary to succeed academically, we do not aim to run a parallel programme. Even after children enter the formal school system, MMC continues to provide them with after-school academic and emotional support, in addition to financial assistance with tuition and school supplies.



An analysis of how long our children stay at our centres revealed that 84% of children stay at our centres for less than six months. This figure tells us a few things. First, the vast majority of workers who work at these construction sites are temporary, highlighting the importance of our model for day care, which is customised for such communities. Second, collaborating with parents is critical to ensuring that the impact of our work carries beyond the children's time at the centres. In an effort to address our constantly moving population, the Advocacy Team has implemented several exciting new programmes this past year (Please refer to Chapter 9).



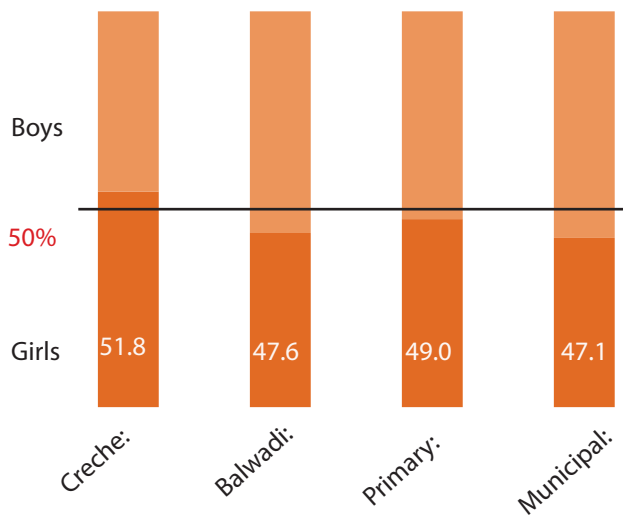
The chart above shows a further breakdown of the 7% of students that attended our centres for 9-12 months. Out of children in the older class, aged six and above, 82% who attended our centres for 9-12 months were enrolled in municipal schools, whereas in 2011-12, that was true of only 73% of the eligible children.

These numbers point to **two positive trends**:

- First, we have increased our efforts to enrol the children at our centres in municipal schools.
- Second, it is clear that students who remain at our centres longer are more likely to be enrolled in municipal school, an encouraging sign for our teachers who work hard to ground children in the foundations they need to succeed in public schooling.

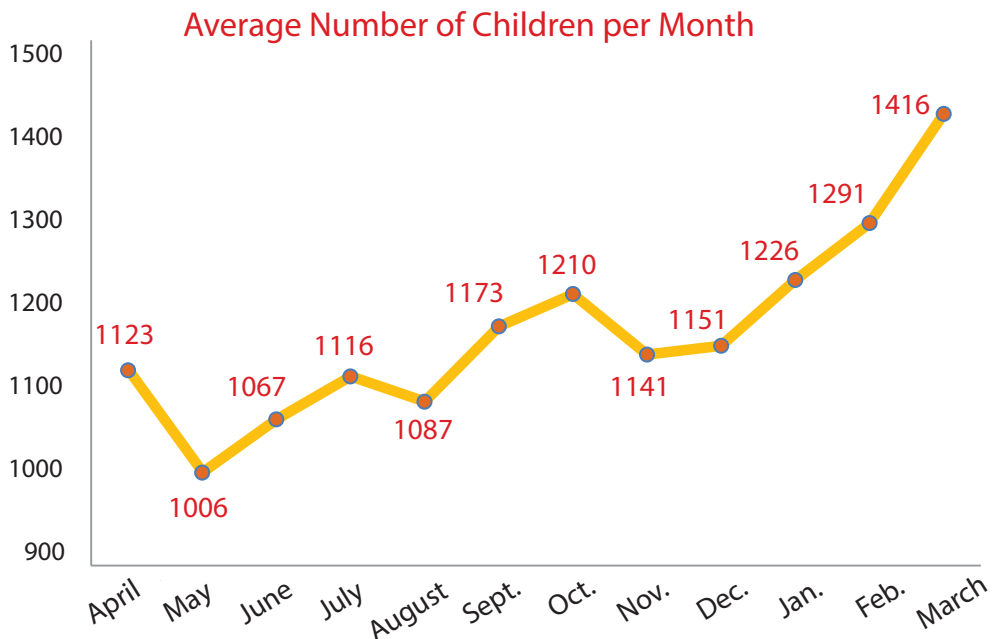
This provides important insight into the direct relationship between time spent at our centres and the positive impact of the MMC programme on older children.





An analysis of gender and age on our sites revealed data that is very similar to what we have seen in past years. We are happy to say that almost 50% of the children at our centres are girls. At MMC, we make an effort to ensure that girls have equal access to education by informing their parents of the importance of education for the girl-child. Having a half-female student-body is testament to the strides we have made in ensuring that girls have equal access to education. We are proud that MMC is accessible to all children, regardless of their gender.



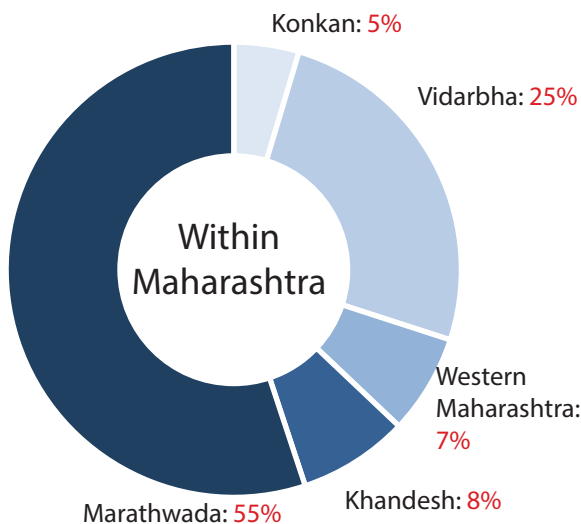


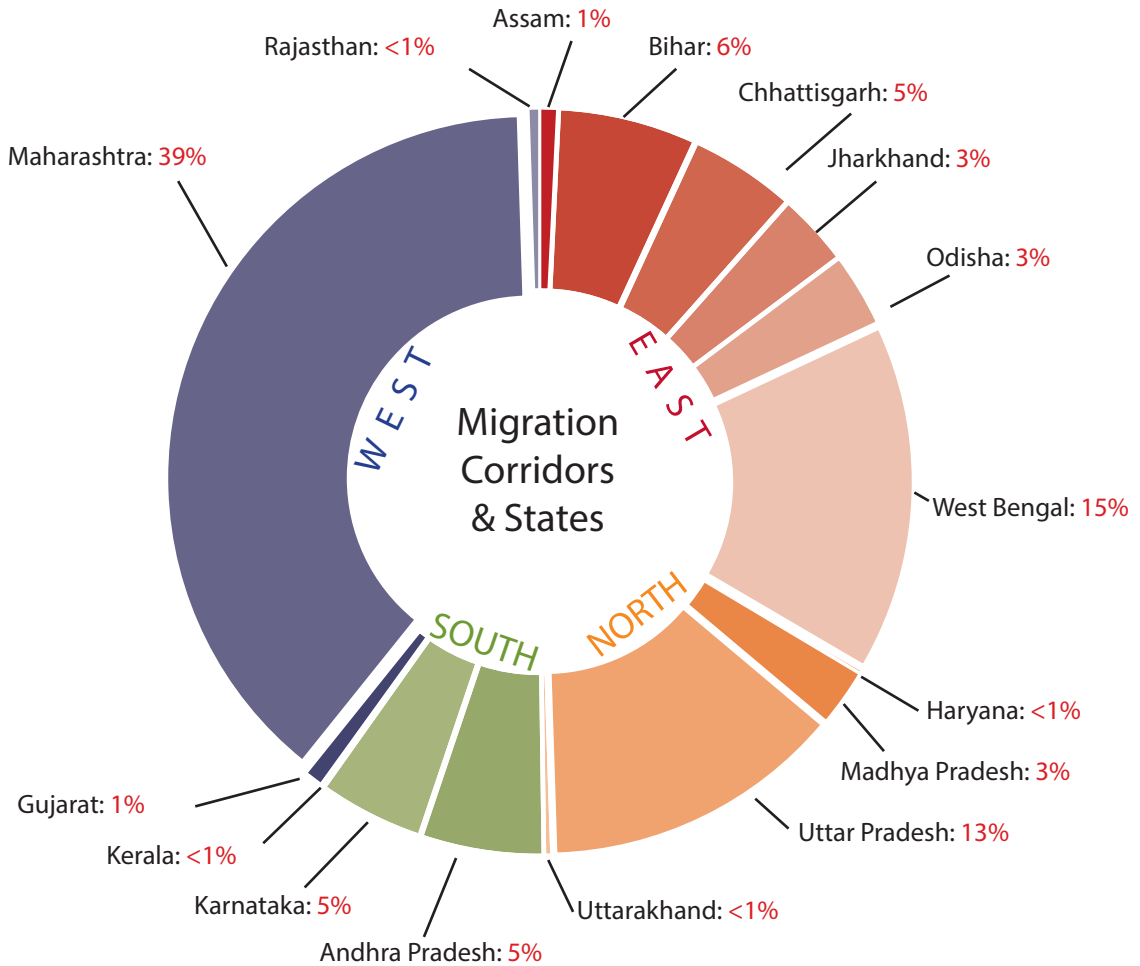
The above table shows the average number of children that attended our centres each month. Overall, we reached an average of 1167 children each month.

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## Migration:

This year, over 80% of the children from Maharashtra came from the drought prone areas of Marathwada and Vidarbha. Last year, 75% of children from Maharashtra were from these areas. Many of the families MMC works with were previously farmers, or continue to practice seasonal farming, in their native homes in addition to being construction workers in Mumbai. The increase in distressed migration to Mumbai's construction industry might be attributed to the lack of rainfall that India saw during the monsoon season in 2012.





Looking at the migration corridors within India, over 70% of migrants came from the western and eastern parts of the country. If we look at the state-wise distribution, we recorded migration from over 16 different states in India in the past year. Maharashtra in **western** India yet again saw the highest percentage-wise migration. West Bengal and Bihar in **eastern** India, and Uttar Pradesh in **northern** India are also well represented at our centres. Maharashtra and West Bengal account for more than 50% of all migrants on construction sites where our centres are established. Andhra Pradesh and Karnataka were the prominent states represented at our centres from **southern** India.

# 5. Education

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## Strengthening and Enhancing Our Education Programme:

This year, 2012-13, brought a great deal of exciting change to the MMC education programme. As always, we have put a significant amount of effort into strengthening our programme in order to make it holistic and as comprehensive as possible. We hope that by constantly improving the quality of the education programme we will provide children living on construction sites with the possibility of a bright and successful future.

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## Annual Book Week & Library Programme:

This year MMC held its third annual book week from October 15th to 19th, 2012. In preparation our centres received a great deal of new books to share and explore with the children.

Book Week gets children excited about reading, helps them express their creativity, encourages group work, and peer learning. Throughout the course of the week our children went on several outings to libraries as well as municipal schools to observe and present what they had been learning.

The MMC library programme, called “Read to Grow,” began in October of 2012 and is now in full swing. Our Library Coordinator and two Assistant Coordinators work diligently to promote reading among the children and families of migrant workers at 10 of our centres. The Library Programme allows children the opportunities to read both independently and with others, engage with print in meaningful ways, and develop a true love for reading.

Each day during Book Week our children focus on a different book. Students begin the day by reading the book and teachers organise a series of activities that related to the stories and themes at hand. Children create artwork, play games, make charts, dramatize the story, or act out the plot through a puppet show.

Primary students also read the story aloud to the crèche babies and the balwadi children. It’s a great way to make primary students feel comfortable reading aloud and to inspire balwadi children to practice their pre-reading skills!

The programme focuses on books which are related to our monthly prakalp, with in-class reading and discussion. In the end, the students are able to narrate the stories and make connections between the storyline and the prakalp. In essence, the library programme can help serve as a bridge between the child's experience of reading and writing in the classroom and his/her home life, making print engagement a natural and enjoyable part of their everyday life.

The library programme has helped us to further develop our curriculum and provide the best possible academic services and environment for our students. Some of the programmes that have been implemented at all of our centres include:

- D.E.A.R.—“Drop Everything and Read,” gives children time each day to spend reading independently or in small groups
- Mujhe Padhkar Sunao “Read to Me” programme encourages parents to read a book to their children when they drop them off or pick them up.
- “Story Time” takes place once a week, during which teachers narrate a book and conduct follow-up activities.
- “Phirta Libraries,” allows children and parents to check out books, twice a week, to take home with them. The community has really enjoyed being able to take books home to share with other family members and read in their free time!



## Khushbu's Story

Khushbu is just 4 years old and lives with her parents, brother, aunt and uncle on a construction site in Mumbai. Her family is from West Bengal and moved to Mumbai a year ago.

Khushbu and her baby brother were enrolled in our centre together. Initially, Khushbu would not leave her baby brother alone in the crèche classroom. She would get upset and cry when asked to join her peers in the Balwadi room.

Over time, and with regular attendance, Khushbu felt more comfortable and she started to learn some Hindi. The more she learned, the more engaged she became in classroom activities.

Now, Khushbu pays attention to lessons, plays with the other children, and participates in games and sports. Khushbu is a bright child and enjoys painting and reading books.

Whenever Khushbu finishes an art project she rushes to hang her painting on the wall for display. We are proud to see Khushbu as an active and self-confident little girl!



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## English at MMC

A team of dedicated volunteers from Mumbai Connexions continued to conduct their weekly English language programme with the students at our Agripada centre, now in its fifth year, and the older students at all of our centres study English for half an hour each day. Furthermore, our teachers have attended a number of training sessions conducted by Pratham to improve their own English, which will consequently help them be more effective English teachers for the children at the centres.

We are pleased with how our various English programmes have progressed thus far and look forward to further expanding these efforts in the coming years.



## Enrolment of Children in Municipal Schools:

At MMC, it is not our aim to run a parallel schooling system for the students in the primary classroom. Rather, our goal is to adequately prepare them to join nearby municipal schools and succeed in a mainstream academic setting. This year, we are proud to have mainstreamed over 700 children from MMC centres into municipal schools and provided 42 children with scholarships to pursue educational opportunities beyond our centres.



## Sagir's Story

Sagir is 9 years old and lives with family on a construction site in Virar. In their native village, his parents struggled to feed all of their children, and so they came to Mumbai in search of work and better a better life. Sagir's father now works as a carpenter and his two brother's work as head load labourers.

When Sagir first arrived at the centre, he only spoke Bengali and had difficulty in the classroom. He was wary of studying and even seemed afraid to hold a book. Over time and with regular attendance Sagir has slowly started to feel more comfortable in the classroom.

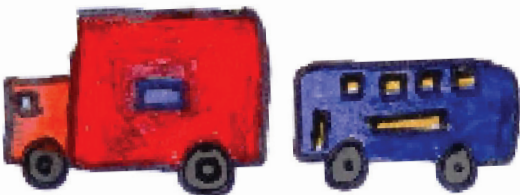
His teachers enrolled him in the 1st standard at a nearby municipal school. Sagir continues coming to the centre in the mornings for academic help and goes to school in the afternoon.

Sagir's teachers report that he has developed a passion for learning and studying. We're proud of Sagir's progress and hope that it will spell out a very bright future for him and his family!

## Field Trips & Outings:

Taking children on outings to explore the city; including visits to museums, nature preserves, and factories gives them the opportunity to learn through experiences and interactions with the world beyond the limits of the construction site. Many children living on construction sites are not afforded the opportunity to leave the grounds on which they live. These field trips provide both experiential learning and a source of immense excitement and joy for the children we serve. We are grateful to many of our corporate and individual partners who have eagerly sponsored and led outings around the city for our children. Below is a list of some of the highlights:

- In April, 20 children from Agripada centre **went for a picnic** to the Breach Candy Club, where they enjoyed their lunch and played in the sand and garden!
- KPMG in India sponsored an outing for children from two different centres, 21 from Sahar and 19 children from B. G. Shirke Powai centre to **visit Taraporewala Aquarium** together in May.
- MMC children from Ganesh Nagar centre went to **watch a football match** at Malad in June. DHFL brightened the day for these 15 kids!
- 20 children from Chandivali centre, 20 children from Nahar centre and 16 children from B. G. Shirke centre in Powai went to **watch a children's movie** at Dreams mall in Bhandup in July. The kids loved the movie and really enjoyed getting to talk about their favourite scenes with peers from around Mumbai. This event was sponsored by IL&FS Investment Managers Ltd. Mr. Manoj Borkar was extremely generous and sponsored delicious snacks during the show and gifts for all the children.



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- In August, 45 children from Lemon Tree centre, 15 children from Magathane and 10 children from Gorai centre went to **watch a cartoon film in the Broadway theatre**. We are grateful to the Broadway theatre for arranging a special show for the children and to IL&FS Investment Managers Ltd for sponsoring the event.

- A total of 444 children from our 14 centres spent a day having fun in the Neptune mall playing in their indoor playscape in September. This **wonderful day of fun and games** was arranged by Neptune Foundation.

- In October, 23 children from Global city and 12 children from Talib and Shamsi centre in Virar went on a fun **picnic to Vardhaman amusement park**. They had a great time playing outdoors and enjoying the rides. This outing was sponsored by Mr. Vineet Dhingra of Western Consolidated, a dedicated supporter of MMC's programme.

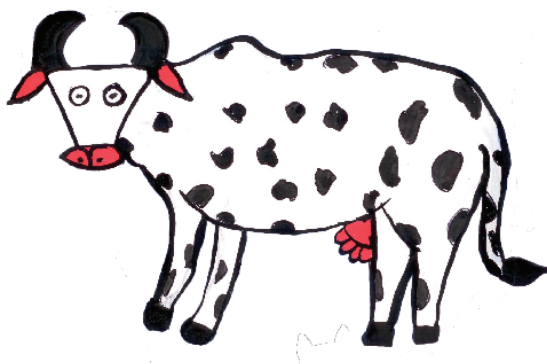
- 25 children from Mulund centre went on an **outing to Johnson & Johnson garden in Mulund** in November. They had a great time exploring the outdoors, learning about plants and animals and just being kids! This event was also sponsored by a generous donation from Mr. Vineet Dhingra.

- The **Karnala Bird Sanctuary** is a wonderful place for children to spot birds and other wild animals while enjoying an afternoon outdoors in nature. Mr. Vineet Dhingra sponsored a trip for 29 children from Taloja centre in December to this beautiful park.

- In January, MMC children **went to Rajhans Vidyalaya in Andheri for the third annual Sports Day!** This event is always a favourite for our children who greatly enjoy getting to run, play games and win prizes. About 226 children from 10 centres participated in various races like running track, hurdle races and sack races. Children were given nutritious snacks and gifts to take home with them. We were proud to see our kids excelling in these playful sporting events!

- In February, 30 children from Patlipada centre and 30 children from Lodha Paradise centre **went on a day picnic to the National Park**. This day provided the kids with a wonderful opportunity to get off the construction site and enjoy playing in a safe, outdoor environment. This outing was sponsored by Premdhara Strom der Liebe e. V.

- 32 children from Agripada centre **went on an educational outing to a lovely Nature Park in Mahim** in March. This exciting outing was sponsored by Nomura and gave the children an opportunity to spend time with each other learning and playing outside of the classroom.

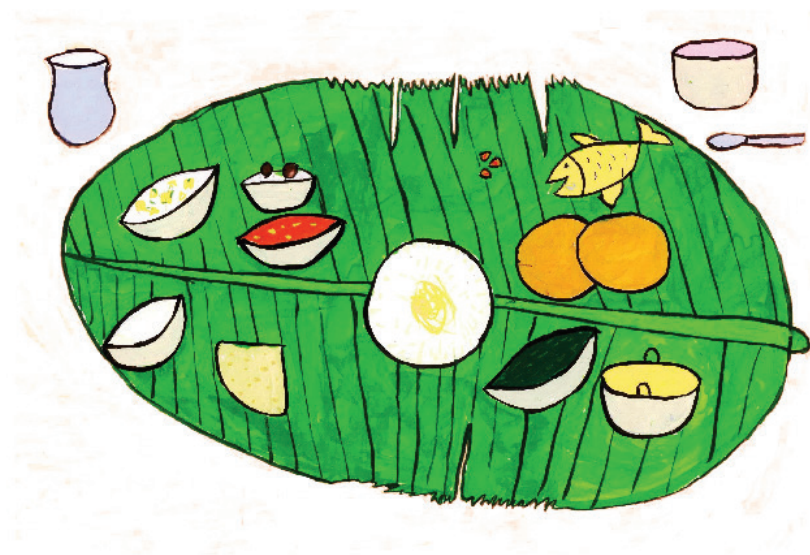


## Child-to-Child Programme

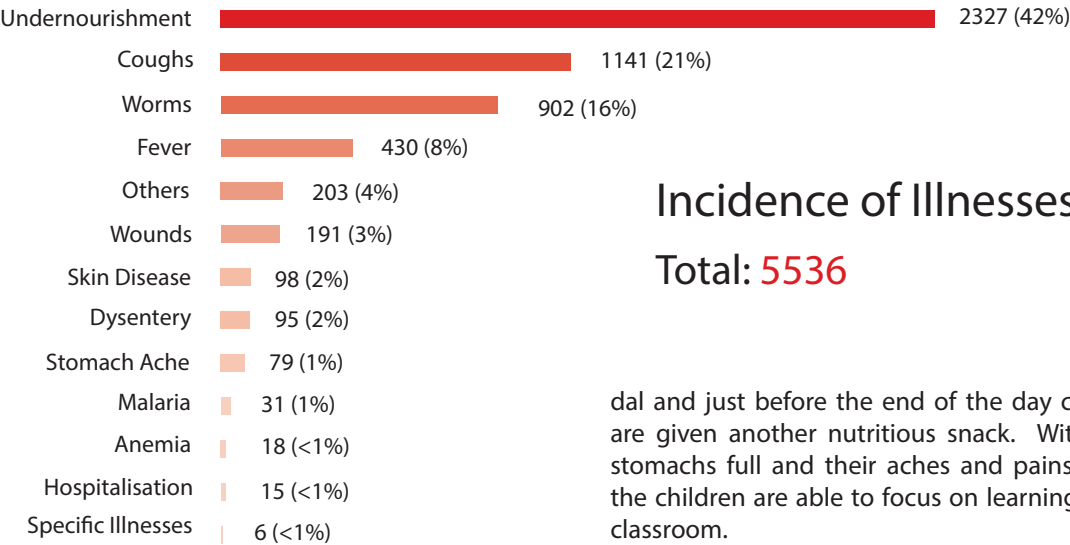
Our Child-to-Child programme gives children living on construction sites and their peers at more affluent schools in Mumbai the opportunity to meet. The goal of this programme is to create a sense of community while giving children the opportunity to learn from one another. This year we conducted 10 Child to Child sessions with 7 schools:

- Aditya Birla World Academy
- American School of Bombay
- Cathedral & John Cannon School
- D. Y. Patil International School
- Ecole Mondiale World School
- Fazlani L'Academie Globale
- JBCN International School

We do an exchange programme where MMC children go to other schools and teach an activity to the children there. Then the children from those schools visit our centres and teach something to our children. For example, the school children may teach a science project or some aspect of technology and our children might teach Warli paintings or puppet making in return. The idea is to encourage leadership qualities while also creating a “oneness” between two very different groups of children.



# 6. Health and Nutrition



## Incidence of Illnesses

Total: 5536

Our health and nutrition programmes are crucial parts of MMCs comprehensive and holistic programme.

These programmes serve to strengthen our education programme by providing children with the healthcare and nutrition that they need to succeed in the classroom.

Our health programme is primarily carried out by MMC’s panel of doctors who visit our centres on a weekly basis to check-up on sick children and prescribe medication. Throughout the week teachers monitor their health and make sure that the children are taking their medication properly. We also closely partner with local health facilities to ensure that children receive all their immunizations and any necessary follow-up medical care.

Our nutrition programme is administered by our hard-working teachers who cook fresh meals for the children every day at our centres. Children start the day off with warm milk and raagi, followed by a mid-morning daily snack for the creche babies. For lunch, the teachers cook kichdi with fresh vegetables or

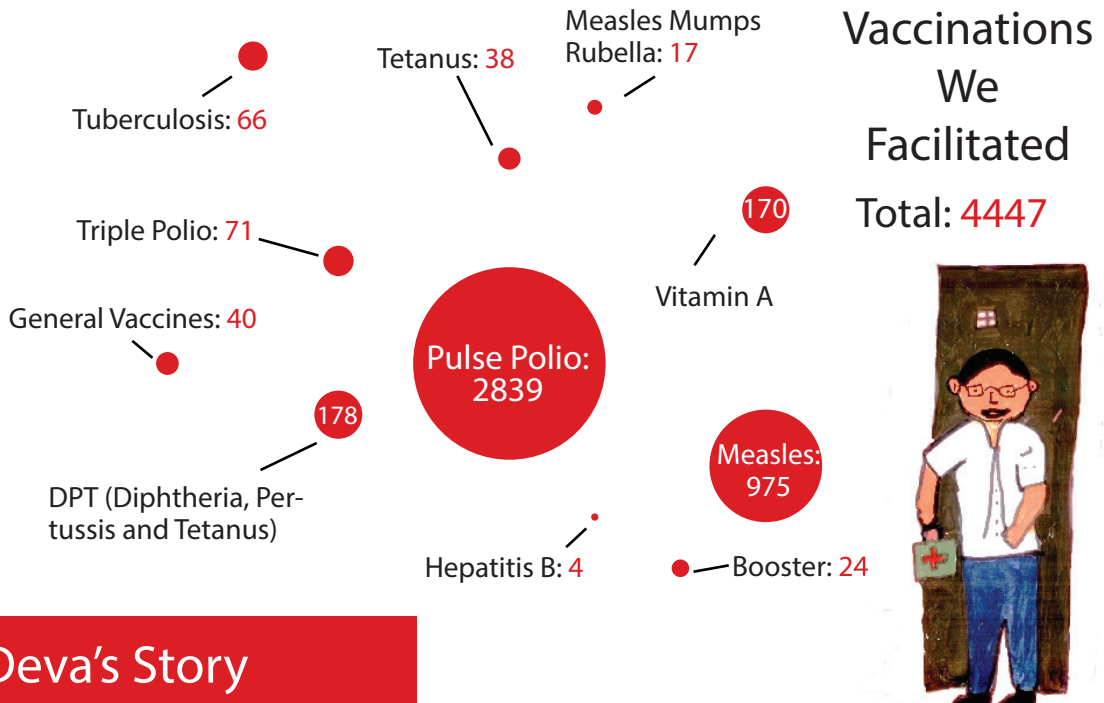
dal and just before the end of the day children are given another nutritious snack. With their stomachs full and their aches and pains cured, the children are able to focus on learning in the classroom.

We continue to make significant strides in our nutrition programme for children living on construction sites. In 2011-12 we started providing fruits twice a week, and eggs weekly at all our centres. This addition was received very enthusiastically, which encouraged us to further intensify our nutrition efforts. We recently increased the sizes of the portions of all essential foods in the children’s daily diet, such as rice, dal, and milk.

We will continue to closely monitor the impact of our nutrition programme to ensure that all children on construction sites benefit from a hearty, healthy and delicious diet!

The above chart shows the prevalence of different illnesses among children living on construction sites. The most frequently addressed medical issue was undernourishment which includes both repeat cases and incidences among new children at our centres. MMC has been cognizant of the fact that malnourishment is an issue very commonly seen among children on sites, and last year steps were taken to improve the nutrition programme to tackle this issue.

Besides treating illnesses commonly seen on construction sites, we also worked with local health facilities to provide vaccinations to our children. In 2012-13, we facilitated over 4,400 vaccinations in efforts to prevent serious and life-threatening illnesses from affecting children living on construction sites.



## Deva's Story

Deva Rakesh Chourasiya lives with his family on construction site in Thane. Deva was born on October 15th, 2011 with a birth defect in his lower limbs which would have prevented him from ever walking.

His anxious mother massaged his legs each day in an attempt to increase circulation and Deva Rakesh Chourasiya lives with his family on construction site in Thane. Deva was born on October 15th, 2011 with a birth defect in his lower limbs which would have prevented him from ever walking. bring life back into his legs. She worried a great deal over her child's future, "What sort of a life will my son have?" Deva began attending an MMC creche and shortly thereafter an MMC teacher focussed on Deva's case.

In June 2012, our teacher accompanied Deva and his mother to the All India Institute of Physical Medicine and Rehabilitation at Haji Ali where Deva's legs were plastered. She returned with Deva's family a few more times until they decided to send Deva to live in their home in Odisha, with his grandfather. In Odisha, Deva had an operation and just two months later he was able to stand on his own and walk without support.



# 7. Community Outreach

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## Chai Pani Meetings:

Chai Pani Meetings give MMC staff the opportunity to engage community members in discussions involving important social and medical issues. Teachers address matters of health and hygiene, nutrition, various illnesses, and the importance of education in order to build community awareness on these subjects. These meetings also help to build trust between community members and teachers and give families the opportunity to clarify any doubts they might have. This year MMC hosted over 264 meetings and reached an average of 440 people every month.



## Open Days:

Parental involvement is essential to insuring that children stay in school after their time at MMC's centres. The more parents can see how their children are growing and thriving in the classroom the more likely they are to want to keep them in school. Open Days at MMC give parents a chance to have a one-on-one meeting with their child's teacher. During the day, teachers discuss each child's progress in the classroom, the potential areas of growth and the room for improvement. Teachers also take the time to update parents on their child's weight and height or talk about any other health issues. Open days help parents build trust in our teachers and our programmes so that they feel confident when they send their child to our centres each day. MMC Open Days are hosted once a month and in the crèche, balwadi and primary classroom by turn. This year, we reached an average of 210 people during each Open Day.

## Lokdoots:

Lokdoots, or street plays, are an entertaining and effective means of reaching the construction site community with important social and economic issues. They are an excellent way of engaging the community by bringing them together to watch MMC staff deliver messages about topical issues like health, hygiene, sanitation, illnesses and diseases, or even how to apply for a PAN card or open a bank account. Some of the lokdoot topics this year included the importance of education, prevention of child labour, HIV/AIDs awareness, the harmful effects of alcohol and drug addiction, and the importance of safety on construction sites. We are proud to have reached over 11,300 community members through 46 lokdoots this past year!



# 8. Training

## BalPalika:

MMC's BalPalika, teacher training programme began in the 1980s and since then we have been training a batch of early childcare providers almost every year. The year-long training programme aims at combining theoretical aspects of early childhood cognitive, physical and social development with practical in-classroom experience.

This year, 14 women graduated from the BalPalika programme in August 2012, of whom, 11 were from construction sites communities, which is a source of pride for MMC. This programme empowers women with vocational skills giving them a means to achieve some financial independence, but more important, it creates a sense of community investment in our centres and our programme. MMC sees this as a means for community members to take ownership of our programmes which in turn results in community-driven, sustainable change.

### Samina's Story

It was a neighbour's child who piqued Samina Shaukat Parizadey's interest in Mumbai Mobile Creches. Samina moved with her husband, Shaukat Mahiboob Parizadey, from Solapur, Maharashtra, to Mumbai three years ago, and in 2011, the couple moved to a construction site at Pratiksha Nagar in Central Mumbai, where her husband worked as a driver.

Samina, 23 said she used to spend most of her day at home, going out only to buy vegetables. She never travelled outside of her neighbourhood by herself because she lacked the confidence to deal with the outside world.

She noticed that one of her neighbours, who had a 9-month-old daughter named Khushi, would leave with Khushi around 9:30 every morning and then come back with her around 1 p.m. Samina finally asked her neighbour where she went every day, and the neighbour told her that there was a school available to construction workers' children, where they received good care. A school for children as young as Khushi? Samina started to wonder how the school could teach such small children.

She decided to go with her neighbour the next morning to see the school. At the MMC centre in Pratiksha Nagar, Samina found out that MMC trained the teachers through its Bal Palika programme. She decided that she would apply. Even though she encountered some obstacles in registering, she was persistent but eventually completed her training in August 2012.

The Balpalika training taught her that teachers need to care for small children's emotional needs as well as their physical needs. She learned that children's growth and development should be viewed holistically. It changed the way that she deals with children, she said. In signing up for MMC's training, Samina was interested in more than just professional development; she was seeking personal growth as well. Now she has much more confidence, to the point where she can travel by herself. Her big dream is to take what she has learned to the children in her village by opening a day care centre there. Today, Samina takes tuition classes for the older children going to municipal school in the MMC centre, at construction site where she lives.

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In 2011-12, at the request of Shivalik Ventures MMC started a training programme specifically for women living on their construction sites so that they could become childcare givers. In 2012-13, Shivalik Ventures approached MMC once again about conducting our training programme on their site. The first batch of 8 community women from Shivalik sites became certified childcare givers in 2011. The second batch of 9 trainees graduated in August 2012.

We hope that in the coming years more builders will partner with us to conduct similar training programmes on their construction sites.



## Building Childcare Capacities Beyond the Construction Site:

Our efforts to build holistic childcare capacities in Mumbai through training, partnerships, and community support continue to grow and thrive. After successfully implementing a number of training courses for slum-area women in best childcare practices in 2011-2012, in addition to refresher courses for women working in childcare facilities throughout the city, we have reviewed our progress and successes in order to further upscale this model.

MMC conducted five 26-day Building Childcare Capacities Training programmes reaching a total of 72 women in different parts of the city. We held training sessions in: Worli reaching 13 women,

Bhandup reaching 19 women, Govandi reaching 9 women, Dharavi reaching 12 women, and in Andheri reaching 19 women.

Working in conjunction with the ICDS programme, MMC ran training courses for Anganwadi Childcare givers from Dharavi and Ambernath areas of Mumbai. The course covered specialised care-giving instructions for children ages 0-3 and children with disabilities, and new teaching methods, as well as creating child-friendly educational aids from waste material. The course also briefed teachers on important areas of child development, enriching both the skills and knowledge of potential caregivers.

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## Shubhangi's Story

Shubhangi Kamble is 37 years old and lives in Bhandup West, Mumbai. She participated in a Building Childcare Capacity (BCC) training programme which took place from September 3rd, 2012 to October 3rd, 2012.

Over that month, trainees met for 2 hours each day to learn about child development and teaching practices. Shubhangi was a committed trainee and eagerly attended all of the sessions. At the completion of the course she applied for a position at the Happy Minds International Daycare Centre and was thrilled to be granted an interview.

Thanks to the BCC programme, she went to the interview confident in her abilities and able to convey her expertise that to the owners of the centre. Happy Minds hired her the next day!

Shubhangi now works with crèche babies and has become very attached to the children. With her income, she has been able to pay her son's school fees as well as a micro-finance loan that she had taken out to support her son's education.

## Puppet Workshops:

Puppet making is almost a lost art and our Assistant Programme Coordinator, Katababu is one of the few people in the city who teaches how to make puppets and how to use them in a productive and socially responsible way. Our team conducts workshops to train people on how to make these puppets and demonstrate how they can be fashioned out of recycled materials that are to be found in the home. This year we held 17 puppet making workshops, one in a museum. Several corporates invited us to hold workshops with their staff. We reached almost 400 people. We also held two puppet making shows viewed by over 700 people.



# 9. Advocacy

## Overview

The MMC advocacy team continues to work tirelessly on behalf of the migrant community living on construction sites throughout Mumbai, Navi Mumbai and Thane.

Over the past year our advocacy programme has expanded significantly, growing to reach more community members. We take the responsibility for providing information, and services to them, while undertaking community building exercises which would help them cope with their difficult environment.

This year, the advocacy team took several trips out of Maharashtra to learn more about the issues that migrant workers face in the source areas of migration. Returning from these trips they were invigorated to implement a more holistic and comprehensive programme and to bridge the gap between rural and urban societies. Our team has worked to implement the following programmes:

- Increased accessibility to financial institutions
- Access to government issued identification cards
- Street plays
- Informal discussions and meetings
- Distribution of informational material
- Skill building and vocational training workshops

Our comprehensive programme aims at empowering migrant construction workers with information and access to resources which have the power to help them break the cycle of poverty. It is our hope that families will utilize the services we provide them with in order to create opportunities for their children.



## Empowering Communities: Strengthening Sakhi Federation:

We have continued our efforts to convey information regarding best health practices and other relevant issues through our “Lok-doots” or street plays. Topics have varied from drug usage to hygiene, educating women to construction site safety, but in each case, we aim to disseminate important lessons about well-being and healthy living. We successfully put on:

**46** plays at  
**17** different construction sites, reaching  
**11,000** people.

This year, we forged a partnership with the Maharashtra District AIDS Control Society to facilitate street plays on the topic of HIV/AIDS prevention. From April 2012- March 2013 we also facilitated:

**30** eye and health camps, reaching over  
**2,050** people living on construction sites.

Our advocacy team also helped over **330** labourers living on construction sites to obtain PAN cards.

Sakhi Federation was set up in 2009 by women who had completed our Bal Palika training programme as a mechanism to support one another and to reach out to other women living on construction sites. Further, to facilitate financial inclusion two self-help groups (SHGs) were formed as a part of the federation called Samruddhi & Pragati. During the year 2012-13, we conducted nine Sakhi meetings; on average, 15 of the 23 members attended each of these meetings.

As part of capacity building and training MMC organized various workshops for the Sakhi members including those on effective ways of saving money, various income generation options, the importance of marketing products, and other general business management skills. These sessions gave the Sakhi women the opportunity to engage in introspection, and to seek inspiration from their peers as well as the trainers. The women gained skills in business management, team building, communication, and leadership.

### Shaheen's Story

Shaheen is MMC's 21 years old teacher. She joined Sakhi group in 2008 in search of a better future but at first, she did not understand the purpose. However, soon she found that discussing self-confidence, financial independence and interpersonal support was empowering.

“Sakhi is a medium where you learn about how to support and work with each other. Every meeting we learn something new and different.” Since joining, Shaheen has attended various Sakhi workshops on a wide range of subjects from communication skills, leadership skills and business management skills to income generating activities, opening a bank account, and obtaining a PAN card.

Being a part of the Sakhi group has increased Shaheen's confidence and her ability to share this pertinent information with other women in her community. “One of the things I've learned at the Sakhi meetings is the importance of becoming independent. I have learned from group discussions and guest lecturers that only when we are self-reliant can we affect the people around us and make a real change. I feel very happy as a member of the Sakhi federation.”

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## Vocational Trainings:

Our vocational training is targeted at empowering the migrant communities we serve with skills to further their economic opportunities. This year, we facilitated a Beautician Course and a Housekeeping Course to engage more women in our programming. 32 women participated at the Hiranandani, Powai Centre – these courses were an excellent opportunity to spread skill-based knowledge to women within the community.

We also conducted vocational training classes for young men. These were held at the Patlipada centre and focussed on passing on the necessary skills required to become electricians. These classes were held on Sundays from 10 am to 4 pm for four consecutive weeks in both January and February, 2013. In total, 30 youngsters attended – ranging from 18-25 years of age. They are all now empowered to become practicing electricians.



## Youth Training Programme:

At MMC, we work hard to ensure that when children outgrow our programme, we continue to support them in every possible way. Emotional and financial support helps them continue on a positive trajectory, but we go even further by providing skill-building and networking opportunities for graduates of our programme. This helps them translate talents and skill-sets into jobs so that they are able to support themselves and expand their vocational pursuits.

This year, 64 youngsters from two centres attended an intensive full day session, where the primary objectives were to address the main challenges youth face in searching for vocational and professional opportunities, as well as to help students understand their options regarding future education through technical and academic classes. The programme included discussions that provided career guidance, presentations from outside facilitators, performances to stimulate conversations, and other activities to help our students make the transition from the classroom to the working world.

Providing support through programmes like these helps propel our students forward and gives them the tools they need to affect change. Thanks to the Kotak Education Fund and Yuva Parivartan, our students have access to insights and resources that they would not have otherwise been exposed to.



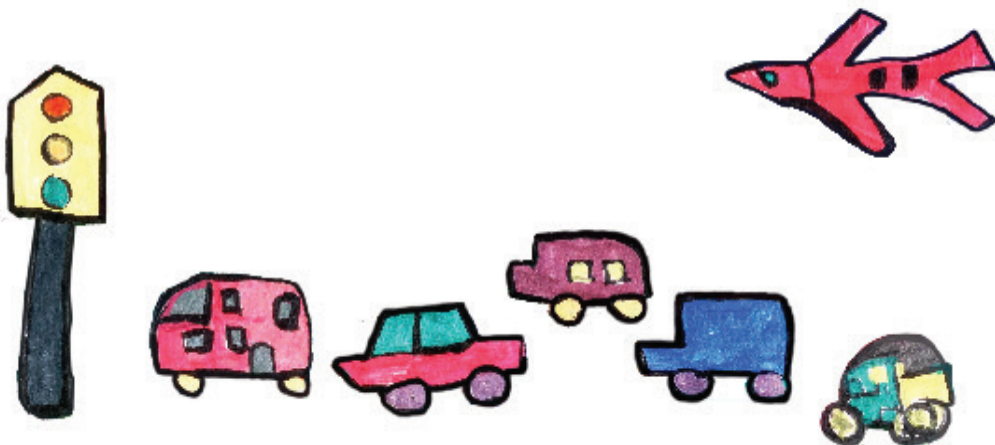
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## Migration Resource Centre:

In association with K. Raheja Corp, MMC opened a Migration Resource Centre (MRC) on December 24th, 2012 in Sahar. This new initiative targets the families of migrant workers with the overall goal of strengthening our community empowerment initiatives through regular information dissemination.

Our staff visit the MRC regularly to provide families with materials and advice on government schemes, opening bank accounts, getting PAN cards, combating alcoholism, HIV/AIDs, etc. The centre is also being used to provide migrant communities with books, magazines and newspapers and acts as a community space in which labourers can relax and play games such as carom board and chess. We hope to be able to open similar centres at other sites around the city in the near future!

As part of our Advocacy Programme, MMC also organises a number of games for the construction site communities. These games provide an afternoon of fun for the players themselves and the community as a whole. A cricket tournament organised on January 26th, 2013—Republic Day—drew a crowd of about 150 people as they watched 143 participants divided into 13 teams, ages 18 to 25, play cricket after a beautiful flag-raising ceremony. One game organised on June 2nd, 2012 at Hiranandani Powai had a total of 33 participants, ranging from ages 14-20 with an audience of about 50 people. We also arranged a Kabbadi tournament on February 13th, 2013 in Lodha Paradise, Thane. 3 teams, with a total of 21 participants ranging in age from 18 to 20 played Kabbadi delighting over 40 spectators!





# 10. Our Partners

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## Government:

MMC continues to run a centre in partnership with the government run ICDS in Sion. We also continue to run the day care centre opened in August 2011 in the Government run Kasturba Mahila Vasatigruha in Chembur. At both of our government-partnership sites we help to provide quality education and day care services to children of underprivileged and migrant families.

These partnerships are essential in achieving our vision; a world where all children have access to a nurturing and happy childhood. Partnering with the government is extremely important to us and we hope to be able to strengthen our ties by opening more centres together in the future.

## Builders:

MMC is lucky to have a group of extremely supportive builders who help us bring education to construction sites. We greatly appreciate the partnerships we have built with the following builders and would like to extend a special thanks to them for all their help.

Azure Tree Townships Pvt. Ltd., B.G.Shirke Construction Technology Pvt. Ltd., BPCL, Chalet Hotels Ltd., CIDCO Ltd., Genext Hardware & Parks Pvt. Ltd., Hubtown Ltd., Indian Institute of Technology Bombay, Kalpataru Properties (Thane) Pvt. Ltd, Lake View Developers, Lodha Dwellers Pvt. Ltd., Lodha Novel Build Farms Pvt. Ltd., Nahar Builders Ltd., Neptune Ventures & Developers Pvt. Ltd., Powai Developers, Roma Builders Pvt. Ltd., Rustomjee Evershine Joint Venture, Serene Properties Pvt. Ltd., Shivalik Ventures Pvt. Ltd., Talib & Shamsi Construction Pvt Ltd., Vijay Associates

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## Civil Society:

We are involved in city-wide campaigns and coalitions with NGO partners on issues of child labour, education and health. We are regularly invited to train various organisations in early child development or the use of low-cost puppets and educational materials. We also closely track the implementation of Building and Other Construction Workers Act of 1996, which pertains directly to our work.

In order to strengthen our own programmes and to contribute to the greater social good, MMC partners with a number of different national movements and local organisations. We work

with organisations such as: Jan Swasthya Abhiya, Rationing Kruti Samiti, The Committee for Right to Equal Fundamental Education, Jan Shikshan Sansthan, and The National Coalition for Security of Migrant Workers. We consider these partnerships extremely important in our efforts to make education and health rights accessible to the families of migrant workers.

We hope to continue working closely with these valued partners in the years to come and to build relationships with other like-minded organisations!

# 11. Organisational Development

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## Institutional Strengthening Initiatives:

1. Our mission is to create 'child-friendly' sites for migrant children and we aim to maintain the highest standards of administration, conduct, and service. Therefore, we have formally incorporated a Code of Ethics and Conduct that outlines the principles and guidelines we follow to maintain transparency, accountability, respect, honesty, and lawfulness.

Our top priority is the safety and well-being of the children in our care on construction sites. We train our teachers and staff members to be well-equipped to provide the best possible care for young children. However, documenting all these practices and procedures satisfactorily remains a challenge. Towards this end, we have framed four important policies:

- **Photography Policy** helps to protect the rights of all children in our care, detailing the necessary permissions and parameters for photography at our centres.
- **Food Safety and Hygiene Policy** clearly details the health standards that the kitchens and food preparation areas at our centres must maintain.
- **Accident and Emergency Policy** lays down the standard protocol for different types of emergencies. All MMC staff are well aware of these policies and are trained to act in the appropriate manner in any given situation to ensure the safety of the children.
- **Prevention of Sexual Harassment Policy** reflects our strong commitment to creating a safe and healthy working environment for our employees.

2. As a part of our health programme, we monitor our children's weight and height on a monthly basis. In 2011-12 we piloted digital weighing machines at two of our centres, replacing the manual system. This past year we have been able to introduce this new technology at 20 more centres.

The digital weighing scales allow teachers to easily weigh children while simultaneously and automatically digitizing the data, which can then be saved onto a USB drive directly from the weighing scale. Apart from being much more accurate, it is less time consuming, and the data becomes almost immediately accessible to our main office for further analysis. This has helped us to keep better track of the children's weight and ensure that we are able to monitor this from our office as well as from the centres.

3. Crafting strong working relationships and facilitating dialogue has always remained a key element of our work at Mumbai Mobile Creches. For the first time, MMC has created an Advisory Panel which is designed as a resource to better our work, and will be responsible for counselling our team on expansion plans, growth, and strengthening our internal management practices.

We are proud to announce a distinguished group of individuals who will comprise our Advisory Panel: Dr. Asha Chakraborty, Mr. Pirojsha Godrej, Mr. Tushar Gandhi, Ms. Chandra Iyengar, Dr. Nilima Mehta and Mr. Michael Pinto. Each comes to MMC with a unique background and set of experiences which will add invaluable insight to the way we run our programme. We are grateful that they have decided to come on board and are excited to integrate them into MMC to strengthen our organisation.

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## Building the Capacities of our Teachers:

Capacity building initiatives enhance the quality of services we provide to the community, grow the skills and knowledge of the teachers we work with, and strengthen the interaction between MMC and outside organisations.

This effort is crucial to MMC's past and future successes. With capable and knowledgeable staff members at the helm of the organisation's work, MMC will continue to serve migrant children and help develop childcare capacities throughout the city. This is essential in helping to break the cycle of poverty in which so many of Mumbai's citizens are entrenched. Below are a few of the workshops attended by our staff members in our continued effort to build organisational capacities:

- Comet Media conducted three workshops, which reached a total of 49 teachers, on effective and innovative **story telling techniques** for children.
- Comet Media conducted two workshops, which reached a total of 31 teachers, on exciting ways of **engaging with children through music** and corresponding body movements.
- A total of 74 teachers attended two first aid training workshops to improve their understanding in **administering first-aid** during a medical emergency.
- Arpan conducted a workshop on **awareness against child sexual abuse** which reached our 80 teachers.
- 25 teachers attended one workshop conducted in-house, on **computer skills**.
- 17 teachers attended one workshop on the topic of effective communication to **improve productivity** and co-ordination between teachers at the centres.
- 25 teachers attended a music workshop conducted by Sound Space. It focused on **using music effectively for children** in class room to stimulate and enhance their overall educational experience.
- Two Primary teachers attended one workshop conducted by BCPT on Book Reading for introducing new, effective and exciting **book reading methods** to children.
- 24 Primary teachers attended one workshop conducted by Pratham on effective and innovative ways of **teaching English**.
- 45 teachers attended one workshop conducted by Taj, Vivanta on **Food Safety & Hygiene Practices**, giving them information which can be used in the daily cooking at centres.



# 12. Travel

## Staff National Travel:

Name & Designation	Destination	Purpose	Expenditure
Frahinsa Pinto, HR and Admin Manager	Nashik	NGO Management workshop	₹ 486 incurred by MMC
Frahinsa Pinto, HR and Admin Manager	Delhi	Knowledge Exchange Workshop	₹ 835 incurred by MMC
Prabhakar Pandit, Advocacy Officer	Ahmedabad	Exposure visit to a partner NGO	₹ 1,307 supported by Jamsetji Tata Trust
Prabhakar Pandit, Advocacy Officer and Kishor Marathe Community Supervisor	Lucknow	Migration Partner's Meeting organised by Jamsetji Tata Trust	₹ 5,124 supported by Jamsetji Tata Trust
Prabhakar Pandit, Advocacy Officer	Lonavala	Worksshop on IT and communication	₹ 897 supported by Jamsetji Tata Trust
Prabhakar Pandit, Advocacy Officer	Pune	Right to Education	₹ 797 supported by Jamsetji Tata Trust
Frahinsa Pinto, HR and Admin Manager	Ahmedabad	AJWS world partners orientation	₹ 722 Incurred by MMC
Katta Babu and Taramati, Assistant Programme Co-ordinators	Jamnagar	Puppet Workshop	₹ 140 incurred by MMC
Katta Babu and Taramati , Assistant Programme Co- ordinators	Akola	Puppet Workshop	₹ 2,210 incurred by MMC

## Staff National Travel Continued:

Name & Designation	Destination	Purpose	Expenditure
Prabhakar Pandit and the Advocacy Team: Advocacy Officer, Community Supervisor, Community Organisers	Buldhana, Parbhani, Nanded	Key Source area visit Within Maharashtra	₹ 21,727 supported by Jamsetji Tata Trust
Prabhakar Pandit and the Advocacy Team: Advocacy Officer, Community Supervisor, Community Organisers	Lucknow, Sitapur, Faizabad, Allahabad	Key Source area visit Outside of Maharashtra	₹ 33,516 supported by Jamsetji Tata Trust
Frahinsa Pinto, HR and Admin Manager	Alibaug	DSI- India's leading executive education programme for social entrepreneurs	₹ 828 incurred by MMC
Katta Babu and Tara- mati Padwal Assistant Programme Co-ordinators	Jamnagar	Workshop on wall painting	₹ 274 incurred by MMC
Frahinsa Pinto, HR and Admin Manager	Bangalore	DSI- India's leading executive education programme for social entrepreneurs	₹ 4,834 incurred by MMC
Frahinsa Pinto, HR and Admin Manager	Malad - Marve	DSI-India's leading executive education programme for social entrepreneurs	₹ 268 incurred by MMC
Anagha Uplekar, Donor Relations Officer and Elsa Varghese, Grants and Communi- cation Officer	Lonavala	Workshop on "Impact Assessment and Evalu- ation"	₹ 1,700 incurred by MMC

## Staff International Travel:

No international travel was undertaken during the financial year 2012-2013.

# 13. Governance

## Our Board:

Name	Age	Position	Occupation
Ms. Mrinalini Kochar	80	President	Social Service
Ms. Nalini Chhugani	75	Secretary	Education Specialist
Mr. Ashok Mahadevan	64	Treasurer	Journalist
Mr. Raghavan Shastri	60	Additional Director	Corporate Legal Advisor
Ms. Vaishali Deodhar	56	Director	Social Service
Ms. Saroj Satija	76	Director	Social Service
Ms. Eva Runganadhan	65	Director	Social Service
Ms. Devika Mahadevan	35	Director	Social Service

Of the eight Board Members mentioned above, two are related: Mr. Ashok Mahadevan is the father of Ms. Devika Mahadevan. Mr. R. R. Shastri resigned as a Director on June 1st, 2012 and was reappointed on February 9th, 2013.

No remuneration in any form has been paid to any Director during 2012-2013.

## Details of Board Meetings:

Date	Attendance
May 19th, 2012	4/8
August 11th, 2012	6/7
September 8th, 2012	6/7
December 1st, 2012	6/7
February 9th, 2013	6/8

# 14. Financials

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## Detailed Income and Expenditure Account: Year Ended 31st March, 2013

PARTICULARS	2012-2013 (Rs.)
<strong>INCOME</strong>	
Donations Received	9,046,358
Other Income	3,216,049
Donation For Specific Purpose ( To the extent utilised)	2,024,289
Approved Project Grants Foreign ( To the extent utilised)	4,232,085
Approved Project Grants Indian ( To the extent utilised)	8,536,263
<strong>TOTAL</strong>	<strong>27,055,044</strong>
<strong>EXPENSES</strong>	
Administration	475,741
Administration Employee Benefits	2,152,365
Field Programme	20,331,090
Special Project	369,698
Fund Raising	90,862
Other Expenses	-
Depreciation	375,712
EXCESS OF INCOME OVER EXPENDITURE	3,259,576
<strong>TOTAL</strong>	<strong>27,055,044</strong>



## Abridged Balance Sheet as of 31st March, 2013:

PARTICULARS	As at 31.03.2013 (Rs.)	As at 31.03.2012 (Rs.).
<b>FUNDS &amp; LIABILITIES</b>		
<b>Corpus Fund</b>	30,635,386	26,411,883
<b>Reserves &amp; Surplus</b>	11,731,898	8,472,322
<b>Non- Current Liabilities</b>		
Equipment Fund	1,273,397	1,192,384
Special Purpose Fund	12,899,333	11,614,477
Approved Project Grants	3,412,546	2,970,188
	17,585,276	15,777,049
<b>TOTAL</b>	<b>59,952,560</b>	<b>50,661,254</b>
<b>ASSETS</b>		
<b>Non-Current Assets</b>		
Fixed Assets	7,084,558	7,196,499
Non-Current Investment	35,465,818	31,551,265
	42,550,376	38,747,764
<b>Current Assets</b>		
Current Investments	7,156,051	2,400,000
Other Loans & Advances	1,806,423	1,642,733
Cash and Cash Equivalents	8,439,709	7,870,757
	17,402,183	11,913,490
<b>TOTAL</b>	<b>59,952,560</b>	<b>50,661,254</b>

## Receipts and Payments 2012-13:

RECEIPTS	Rs.	PAYMENTS	Rs.
<b>Opening Balance</b>			
- Bank	7,852,383	Fixed Assets	182,758
- Cash	18,374	Fixed Assets Acquired Out of Fund	359,000
Corpus Fund	4,223,504	Investments	13,785,604
Investments	5,115,000	Special Purpose Fund	1,708,290
Special Purpose Fund	3,305,715	Current Liabilities	2,391,026
Current Liabilities	1,365,381	Admin Exps	1,494,196
Refund of Admin. Exps	15,160		
<b>Approved Project Grants</b>		<b>Approved Project Grants</b>	
- Grant (Foreign)	4,385,667	- Grant (Foreign)	4,232,085
- Grant (Indian)	8,732,003	- Grant (Indian)	8,493,263
Donation Received		Field Programme	4,919,709
- Contractors	7,547,680	Foreign Interest Utilised (Nutrition)	251,455
- Individual	239,755	Foreign Interest Utilised (Salaries)	204,502
- Organisation	168,604	Foreign Interest Utilised (Medicine)	12,766
- F.C Individual	96,508	F.C Individual (Camp)	30,000
- F.C Organisation	98,340	F.C Individual (Education)	50,000
- Special Projects	292,016	F.C Individual (Nutrition)	16,508
Refund of Field Progrm. Exps	20,323	F.C Organisation (Salaries-Stipend)	45,000
Interest on Investments	2,459,131	F.C Organisation (Nutrition)	53,340
Other Current Assets	911,208	Fund Raising	90,862
Other Income	-	Other Current Assets	371,873
- Extension Service	121,760	Special Projects	369,698
- Sundry Income	77,250	<b>Closing Balance</b>	
- Training	178,947	- Bank	8,433,453
Fund Raising	276,933	- Cash	6,256
<b>TOTAL</b>	<b>47,501,643</b>		<b>47,501,643</b>

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## Auditor:

- V.K. Godbole  
Chartered Accountant  
Membership No: 00F7304  
802 Jayant Apts.  
Girgaum,  
Mumbai 400 004

## Legal Consultant:

- Bharat G. Goyal  
Advocate  
202 Mangal Ashirwad  
Santa Cruz West,  
Mumbai 400 054

## Bankers:

- UCO Bank  
Madame Cama Road  
Mumbai 400 039
- ICICI Bank Ltd,  
Mumbai Fort Branch  
Navasari Building, 24 DN Road  
, Fort, Mumbai 400 001
- State Bank of India  
Gateway of India Branch  
Ramnini 8 Mandlik Road,  
Colaba, Mumbai 400 001
- Standard Chartered Bank,  
M G Road, Mumbai 400 001.

## Registrations:

Mumbai Mobile Creches is registered under:

1. **Section 25 of the Companies Act**, 1956; Registration Number U80101MH2006NPL164821.
2. **Income Tax Department** under **Section 12A**; Registration Number 40472.
3. **Income Tax Department** under **Section 80-G** of the Income Tax Act, 1961, valid till perpetuity;  
Registration number 80G/2251/2007/2008-09 dated 28.02.2008.
4. **FCRA registration**; Registration number 083781225 dated 25.10.2010.

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## Salaries and Benefits:

### Annual Salaries

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Employee	Salary		
Chief Executive Officer	Rs. 4,81,154		
Three Highest Paid Staff	Rs. 4,81,154	Rs 3,85,675	Rs 3,46,480
Lowest Paid Staff Member	Rs 59,179		

### Monthly Salaries

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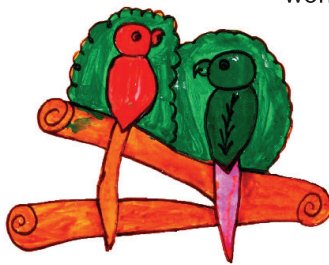
Salary (Rs.)	Males	Females	Total
Less than 5,000	0	11	11
5,000 - 10,000	5	82	87
10,000 - 25,000	5	16	21
Above 25,000	2	3	5

# 15. Volunteers

## Friends of MMC

MMC is extremely grateful to all the individuals, organisations and corporations which have so generously supported us throughout the year. We are lucky to have such a dedicated and committed group of people willing to help us bring education, nutrition and healthcare to the children of migrant workers living on construction sites.

In the past year we have been trying a number of new ways to stay more connected with our donors including creating a Facebook, Twitter, and Google+ account. We hope that this will give our supporters more insight into the daily operations of our organisation and provide them with a way to stay informed about all the excitement going on at MMC throughout the year.



## Thanks!

We would also like to extend a special thanks to all of the volunteers who have dedicated their time and energy to working at our centres and in our office. Over the year, volunteers have helped implement exciting lessons for our children, painted art on the walls of new centres, and worked diligently in our offices to input data and create strategic fundraising and communications materials.

Everyone at MMC is grateful of the wonderful support we receive from our volunteers and our generous sponsors. Thank you for making 2012-13 a successful and progressive year. With your help we hope to keep building, improving and expanding our programmes in order to bring the highest quality of services to children of migrant workers again in the coming year.

## Abigail's Story

"When I arrived in Mumbai to begin my yearlong volunteer fellowship with MMC, I had no idea what to expect. What I found was an organization doing ground breaking work in the education and human rights sectors, staffed by the most dedicated and passionate people I have ever met. I was incredibly impressed by the knowledge and experience that the staff drew upon to create a unique and effective programme for children living on construction sites. When I think about MMC's creches, it's impossible not to picture smiling children working on colourful art projects or taking part in dynamic, interactive lessons with real-world applications. Working at MMC was a significant factor in my decision to pursue a master's degree in international education policy, as it was at MMC that I learned about the complexities of education, migration, and human rights work. On a personal level, the staff made me feel like family from my very first day. I only hope that I'll be coming back to Mumbai and MMC in the near future!"

- Abigail Russo, AJWS Fellow 2011-12

# 16. Supporters

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## Thanks:

- A big thanks to **Jill Beckingham** from **Mumbai Connexions** for her continuous involvement and her dedication to our cause. Apart from teaching English every week at our Agripada centre, she organised the Footsteps4Good fundraiser which helped to raise money and spread awareness of MMC.
- Thanks to **Chiara Bercu**, a World Partners Fellow from American Jewish World Service (AJWS), who spent the last year volunteering at our office contributed to organisation in drafting many important documents.
- Thank you to, **Tash McCarroll** and **Fahrinisa Oswald** for helping us immensely in documenting our various programmes through beautiful photographs.
- Thank you to **Pragna Maniar, Rekha Menon & Alka Deshpande** for providing their consistent support for our education programme.
- Thanks to **Luna Kulkarni** and **Arpita Das** for helping to design communication materials for our programmes.
- Thanks to **Kiran Wadhwani** who has supported MMC by assisting us in our administrative work. We greatly appreciate all the time and the commitment she has dedicated to our cause.
- We would also like to thank **Impact International** for connecting us with **Thomson Reuters** employees who volunteered with MMC to create beautiful and professional communications materials. A sincere thanks to: **Alvaro, Asli, Megan, Prakash, Rory** and **Wang Li** from the Thomson Reuters team for their amazing work and support!
- Thanks to **Mr. Nish Bhutani** and **Ms. Gayatri Pahaljani** for their fabulous fundraising efforts during the Mumbai Marathon 2013.
- Thank you to **Mr. and Mrs. Helps** and the **Yashraj Research Foundation** for supporting the Annual Children's Camp held in December 2012. Your contribution provided a week full of fun, games, and educational activities for our children.
- Thank you to **Ms. Jeannette Anand** and **Namaskar Mumbai** for fundraising on our behalf. We rely on donors like you to help us raise awareness of our cause.
- Thanks to **Mr. Robert Pavery** of Robert Pavery & Associates, **Mr. Sunil Nakashe** of L. K. Nakashe Consultants Pvt. Ltd, **Mr. Ravi Bagaria** and **Aria Advisory** and **Mr. Sanjeev Joshi** for their assistance with accounts and regulatory work.
- A big thank you to **Mr. Shirish Rahalkar** and **Ms. Padmini Khare** of BK Khare and Company for helping us in our accounting work.
- Thank you to **Ms. Arti Vakil**, **Wishing Well** and to **Ms. Nita Ahluwalia** for their continued support towards our cause.

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# Thanks:

- Thank you to **Mr. and Mrs. Mariwala** for continually supporting our work, advocating on our behalf and contributing to our programme.
- Thanks to **Mr. Rajat Gupta** and **Mr. Anurag Chadha** for helping us in data analysis and strategy formulation.
- Thank you, **KPMG in India** for continuing to support our work, and for organizing a number of volunteering events and fun outings for children, and for adding a much needed color coat on the walls of several of our centres.
- Thank you to **Dr. Pareshnath Paul** for his continuous monthly support, which we greatly value.
- Thanks to the **United World College, Singapore** for raising awareness and funds for our cause by organising a fundraising gala on our behalf again and again.
- Our heartfelt thanks to **Verein Mobile Krippen Freiburg, Premadhara der Strom Liebe e. V.** and **Mr. and Mrs. Pankoke** for their consistent support of our work over so many years.
- A huge thanks to all the runners and corporate partners who supported MMC in the **Footsteps4Good** charity race held in October 2012 and the **Mumbai Marathon** held in January 2013: **The American School of Bombay, DHFL, Financial Technologies (India) Ltd., FirstRand Bank, HSBC Asset Management, KPMG in India, and Qualcomm India Pvt. Ltd.**
- We would like to thank **Platinum Partners** for their invaluable guidance and support in legal matter.
- Thanks to **Training Incorporate** for conducting a communication workshop for our staff members. Staff capacity building is extremely important for us and we appreciate your contribution towards empowering our staff with essential skills
- Thank you to **Bookworm, Goa** for organising a capacity building workshop for our staff, we really enjoyed the opportunity to learn from you!
- Thank you to **Ms. Tanaz Daver** for contributing to our music programme. Your generous donation has brought music into the lives of the children at our centres and will help inspire them for years to come.
- We would like to proffer special thanks to **IL&FS Investment Managers Ltd.** for part sponsoring the children's camp and for an overnight trip to Nashik and Igatpuri for our teachers and staff. **IL&FS Investment Managers Ltd.** was extremely generous in supporting this important staff capacity building initiative and in providing everyone with thoughtful gifts.
- We also want to thank the following organizations who have supported MMC by sending committed volunteers to our office and centres: **ACC Ahead, B. G. India, Centrum, Convergys, Deloitte, DHFL, DraftFcb Ulka, EdelGive Foundation, Edenred, Essar, Geometric Ltd., ICICI Prudential Life Insurance Company Ltd., Infinity Retail, Johnson Controls, KPMG in India, Nomura, Reliance Capital, Siemens, Syntel, and TATA Capital.**



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## Donations:

Mumbai Mobile Creches is grateful to the management of The Indian Hotels Company Ltd for graciously providing it with office space free of cost and continuing support. We are also extremely thankful to Mr. Rasheid Taleyarkhan for kindly providing us with the space to run our Annual Camp at the JJ Nursing Association's campus again this year. The camp and its surroundings are beautiful and relaxing and provide our children with a peaceful place to play and enjoy nature!

## Individuals and Others:

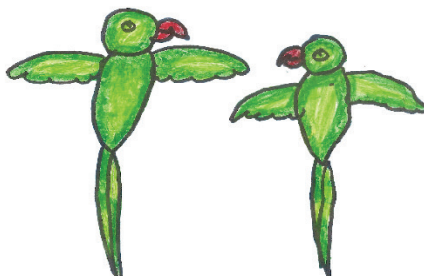
Aban Sabnani	Gaurav Chattarjee	Neetu Watumull	Satyendranath Bhat
Abha Kabra	Gul Moorjani	Nish Bhutani	Saurabh Puri
Abha Sharma	Harshad Sali	Niyant Maru	Shobha Pillai
Akshay	Hitesh Gurnani	Olivia Namu	Shailesh Mamnani
Amarligam Gantha	Homiyar Vasania	Padmini Khare	Sharad Goel
Amrita Jhaveri	Ilham Nabee	Papri Pandey	Shashidhar Jayaraman
Ananya Goenka	Jay Shah	Parag Ranade	Shradha Malvankar
Anisha Singh	Jeffrey Price	Pareshnath Paul	Shreya
Anita Khubchandani	Jorge Dib	Peter Beckingham	Shriniwas
Anne Clarke	Jyoti Sali	Pia Kkila	Shriya Kothari
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Arjun Mithal	Kapil Gupta	Priyanka Ranade	Shweta Gautam
Arpita Das	Karlee Blank	Prof. Sudarshan	Shweta Sadasiv
Ashish Deware	Karthik Mahalingam	Punya Nagpal	Sonal Khanduja
Astad Parakh	Kenneth Sansom	Pushpa Ganatra	Sordhi Mala
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Christine Winmill	Lalita Badlani	Ratnakar Diwane	Tara Mahadevan
Colin Scoins	Laxman Badlani	Rekha Menon	Tarana Advani
David Helps	Madhav Kothari	Rishad Premji	Tariq Vaidya
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Diane Chatterjee	Meera Chalam	Sam Varghese	Vijay Runganadhan
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Gayatri Pahlajani	Mukesh Waghela	Satish Changlani	Yash Naik
Gertramd Galleter	N Vaidhee Iyer	Satish Moorjani	Yashoda Bhat

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

American School of Bombay  
Amrit Vasudeva Trust  
Australian Consulate-General  
Bhaichand Mehta Foundation  
Central Social Welfare Board  
Charities Aid Foundation India  
Child Vikaas International  
Concern India Foundation  
EdelGive Foundation  
GiveIndia  
Global Fund For Children  
Impact Foundation  
Indus International  
Jamsetji Tata Trust  
Kashinath Charitable Trust  
Kherwadi Social Welfare Association  
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Mobile Krippen Freiberg  
Navajbai Ratan Tata Trust  
Navashrushti International Trust  
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Ramal Charities  
Sadguru Kamubaba Foundation  
Shri Hiralal & Smt. Hirabai Mehta  
Family Charitable Trust  
Society for Nutrition Education & Health Action  
The Bombay Community Public Trust  
The British Asian Trust  
The Public Charitable Trust  
United Way of Mumbai  
United World College of South East Asia, Singapore  
Yashraj Research Foundation



## Donations and Earmarked Grants: Corporates

BBP Properties Pvt Ltd  
Brannigan Relocations Pvt Ltd  
Crown Worldwide Movers Pvt Ltd  
Firestar International Pvt Ltd  
GlaxoSmithKline Pharmaceuticals Limited  
Godrej Properties Ltd  
IL&FS Investment Managers Ltd  
Infiniti Retail Ltd

IOS Relocations International  
Johnson Controls (India) Pvt Ltd  
KPMG in India  
Macquarie Capital Securities (India) Private Limited  
Reliance Capital Ltd  
Watson Pharma Pvt Ltd  
Western Consolidated Pvt Ltd  
WGI (India) Consultancy Services Pvt Ltd

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## Donations in Kind: Individual

A Ghosal	Anjalee Yajachi	Dr. Leena Bhangale	K Ramadhura
A Kejriwal	Anjali Menrai	Dr. Neerja Takkar	K Talwar
A Mull	Anjali Verma	Dr. Shalja Shukla Dr.	K Vyanktesh
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Aabha Sharma	Ankita Mukherjee	Dylan Pereira	Kaluram Kumavat
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Aarav Bhatia	Arijit	Ekta Agarwal	Kanta Mansi
Aarti	Arul	Ekta Talwar	Karan Gupta
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Matta	Arunima Shrivhande	G Kaur	Kavita Dewan
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Sinha	Bhaskar Kamat	Hardik Parmar	Kurush Motivala
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Amrita	D Srivastava	Hrishikesh Dingankar	M Sailesh
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Anil Sharma	Adwani	Jayesh Pamnani	Malini Kalra
Anil Shenvekar	Dilip	Jharna Matta	Malti Joshi
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Anita Gambhir	Disha & Preksha Dewani	Jyoti Soni	Mangesh
Anita Mehta	Dr. Agashe	K Jha	Manish Kothari

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## Donations in Kind: Individual Continued

Manish Sachdev	Nimisha Barai	Ram Kasera	Seema Saha
Manisha Lodha	Niranjan	Rama Subramaniam	Sejal Dhorajia
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Meera Vegadiya	P Sraavan Kumar	Rekha	Sheetal Karlo
Megha Bathe	Padmaja Bahale	Renu Sadhwani	Shemi Mistry
Mehernosh Bulsara	Pankaj Joshi	Reshmi Sinha	Shiv Nayar
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Nandini Gupta	Priyanka	Samira Chickray	Sudarshan Kalani
Nandita	Purabi	Samiran Biswas	Sudha Ganesh
Natasha Bhagwat	& Manushi	Sampada Panchal	Sulabha Prabhudesai
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Nayna Jha	R Venkateshwar	Sangeeta Gilder	Suman Oberoi
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Neelam Amrute	R Venkatbhushan	Sanjeet Gujral	Sumitha
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Nikhil Bhatia	Rakesh Menras	Savita Datkhile	Surbhi
Nikita Chauhan	Rakhi	Seema Ranjan	Surender Singh

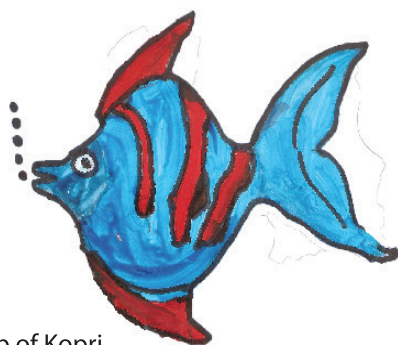
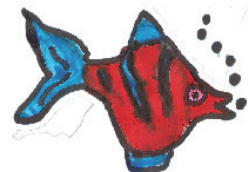
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## Donations in Kind: Individual Continued

Suruchi Pattath  
Surya Kumari  
Suryaditya Nair  
Sushama Thorat  
Swapnil Bhalerao  
Swarup Nirmal  
Swati  
Sweta Singh  
Talwar  
Tanya Van Tricht  
Taranjit Kour  
Trevor Correia  
Triveni Thakkar  
Tukaram Bhangle

Tushar Marvah  
Uma Pallai  
Usha Iyer  
Usha Pundi  
Usha Thakkar  
Uttkarsh Chachad  
V Vyas  
Vaibhav Kulkarni  
Vaishali Patil  
Vandana Gupta  
Vasanth Shetty  
Vedant  
Veena Bate  
Vibha Vasi

Vidya Sitaram  
Vijay  
Vijaya Lakshmi  
Vijaya Sonar  
Vikas Gupta  
Vivaan Chipde  
Yash Chavan  
Yash Patel  
Yash Sharma  
Yashraj Adhiraj  
Yashraj Singh Rekhi  
Yukti Mittal  
Yuvaan & Aayaan  
Zinnia



## Donations in Kind: Corporate and Others

ACC Ltd  
American School of Bombay  
Clique Solar  
Convergys India Services Ltd  
Daffodils Preschool & Kindergarden  
Deloitte Touche Tohmatsu India Pvt Ltd  
Draftfcb Ulka Advertising Pvt Ltd  
EdelGive Foundation  
Fire Star International Pvt Ltd  
Genext Hardware and Parks Pvt Ltd  
Hiranandani Ladies Club  
Human Dynamic India Pvt  
IL&FS Investment Managers Ltd  
Inner Wheel Club of Bombay Harbour  
JBCN International School  
Johnson Controls Pvt Ltd  
K Raheja Corporation  
KPMG in India

Lioness Club of Kopri  
Bunts Sangha's S. M. Shetty High School  
Multi Commodity Exchange Of India Ltd  
Mumbai Connexions  
Nomura Rasulbhai Adamji & Company  
Renaissance Hotels Pvt Ltd  
Revenue Officers Women's association  
Rustomjee Evershine Joint Venture  
Shapoorji Pallonji Group  
Siddhivinayak Pojects  
SM Shetty School  
Syntel  
Tata Capital  
TATA Consultancy Services  
The Cathedral & John Connon School  
Udayachal Primary School  
Vivanta by Taj President

# 17. Centres Operated

## Name and Address of Centres Run

April 2012 to March 2013:

1. Room No. 481, Darga Rd., Khindipada, Bhandup Complex, **Mulund** (West), Mumbai.
2. **H.C.C.**, Hiranandani Gardens, Next to BMC Health Post, opp. BG India building, Powai, Mumbai.
3. Room No. 49, Korba Mithaghar, Ramamata Wadi, Opp. Wadala Police Chowki, **Wadala** (East), Mumbai.
4. Raheja Vihar, Opp. Chandivali Studio, Farm Road, Next to Bombay Scottish School, **Chandivali**, Mumbai.
5. Hiranandani Estate, **Patlipada**, Ghodbunder Road, Thane West.
6. **BPCL**, Mahul, Near Servants' Quarters, Mahul, Chembur, Mumbai.
7. **Lodha Paradise**, On Eastern Express Highway, Next to Majiwade Flyover, Thane (West).
8. **Neptune** Living Point, L.B.S. Marg, Near Mangatram Petroleum, Bhandup West, Mumbai.
9. K. Raheja Corp., Hindoostan Viving & Spinning Mill, Jacob Circle, **Agripada**, Mahalaxmi (East), Mumbai.
10. B.G. Shirke Construction, **Pratiksha Nagar**, Near Pratiksha Nagar Bus Depot, Sion (West), Mumbai.
11. B.G. Shirke Construction, **Ganesh Nagar**, Yard No.2, Behind Malad Fire Station, Malad (West), Mumbai.
12. **Nahar** Amrit Shakti, next to Callalily Building, Chandivali, Andheri-East, Mumbai.
13. Rustomjee Evershine **Global City**, Narangi Bypass Road, Labour Camp, Virar (West).
14. K. Raheja Corp., Mindspace, Opp. **Airoli** Station (East), Navi Mumbai.
15. K. Raheja Corp., Airport Road, **Sahar**, Andheri (East), Mumbai.
16. Lodha Casa Bella, Kalyan Sheel Road, **Dombivali** (East), Thane.
17. B. G. Shirke Constructions, MHADA-**Shimpoli** Project, Borivali (West), Mumbai.
18. **B. G. Shirke** Constructions, MHADA Tunga Powai Project, Opp. Powai Lake, **Powai**, Mumbai.
19. **Kalpataru Hills**, Opp. Tiku-ji-ni-wadi, Chitalsar, Manpada, Ghod Bunder Road, Thane.
20. B. G. Shirke Constructions, new MHADA Colony, behind **Magathane** bus depot, Borivali (East), Mumbai
21. Talib & Shamsi, **Lemon Tree** Project, Lokhandwala Township, Kandivali (East), Mumbai.
22. Neptune Swarajya, **Ambivali** (West), Kalyan, Thane.
23. **Kasturba Mahila Vasatigruha**, Beggar's Home Compound, R.C.Marg, Chembur, Mumbai.
24. Wadhwa Group, Palm Beach Residency, Sector 4, **Nerul** (West), Navi Mumbai.
25. Lodha Casa Unis, near Poshmata Mandir, **Bhayanderpada**, Ghodbunder Road, Thane.
26. **Kalpataru Riverside**, near Panchmukhi Hanuman Mandir, Panvel.
27. **Talib & Shamsi** Constructions, Global City, Narangi Bypass Rd, near VIVA College, Virar West .
28. **IIT Powai**, Lakeside Community Hall, Powai, Mumbai.
29. Hubtown Ltd. (formerly **Ackruti City** Ltd.), Rehab - 8 Building, 2nd Floor, 206-207, Opp. Sai Datta CHS, near Vadarwada, Saiwadi, N. S. Phadke Road, Andheri East, Mumbai.
30. B. G. Shirke Constructions, Gorai Yard, behind **Gorai** Bus Depot, Borivali West, Mumbai .
31. CIDCO / B. G. Shirke Constructions, Kharghar Sector 36, near Central Jail, **Taloja**, Navi Mumbai.
32. Kalpataru, Ananta Landmarks Pvt. Ltd., **Colourchem** Co., near Balkumb Jakat Naka, Bhiwandi-Wada Road, Thane West.
33. R 5 C-2, 2nd Floor, **Shivalik** Constructions, near Indira Market, behind BMC Transit Camp, Santacruz East, Mumbai.
34. **B. G. Shirke** Constructions, near Sahayog Hospital, behind MGM School, near Yashwant Nagar, **Virar** (West).
35. **Bhakti Park**, Anik Development Corporation, Mount Everest Building, 1st Floor, B-wing, near Imax Theatre, Wadala, Mumbai.
36. **Patlipada - II**, Hiranandani Estate, Opp. Roda's Building, Khaadi site Labour Camp, Patlipada, Off Ghod Bunder Road, Thane West - 400 607.
37. **Dosti** Imperia, Opp. R Mall, Manpada, Ghod Bunder Road, Thane West - 400 607.





## Mumbai Mobile Creches

1st Floor, Abbas Building,  
Mereweather Road,  
Colaba, Mumbai 400 001.  
022-220f20869 or 32457774  
contact@mmcmail.org.in  
www.mumbaimobilecreches.org

