



ANNUAL REPORT 2014-15

Annual Report

2014-15

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Photographs: Front Cover – Ms Aditi Kelshekar & Back Cover – Mr Bert Färber

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

1. Executive Summary

Dear Friends,

Mumbai Mobile Creches continually belies the expectation that a well-established organisation will be resistant to change. Indeed, the challenges of our working environment demand flexibility: the children we serve are constantly shifting, the infrastructure in which we operate varies across construction sites and our day care centres open and close in response to demand throughout the year. For this reason, adaptability is fundamental to the success of our organisation.

This past year, we endeavoured to maximise our impact on vulnerable children through the implementation of several day care centre models. In addition to the 24 Day Care Centres we operated on construction sites, we oversaw five builder-managed Child Care Centres and ran two Care on Wheels – Mobile Bus centres. We also continued operating three special projects to serve children in slums and the children of support staffs for a public sector organisation. In January 2015, we inaugurated two additional centres on brick kiln sites in Navi Mumbai.

Among our greatest triumphs this year is the development of the builder-managed Child Care Centre model. This model places full responsibility of financing and managing a centre on the builder who owns the construction site, thereby encouraging builders to acknowledge a heretofore overlooked responsibility of migrant children on the sites and enabling us to focus more so on the quality of our programming rather than on fundraising. This year, we increased the number of Child Care Centres from one to five, and we hope to maintain this upwards trend in the upcoming years.

Our educational programme continues to utilise an engaging and interactive curriculum to facilitate the mainstreaming of children into the municipal school system. In November 2014, we hosted our annual Book Week in accordance with the theme, 'In the World of Animals'. Also, in January 2015, we celebrated our first annual Puppet Week. Almost from the start we have utilised puppetry in the classroom because of its effectiveness in engaging a multilevel and multilingual population, and Puppet Week is an extension of this tried-and-proven method. By creating and staging their own puppet shows, our children exercised their creativity, developed their language and storytelling skills and built their self-confidence.

In an effort to meet the dietary needs of the children better, we modified our nutrition programme. We increased egg servings from two times a week to three times a week and fruit servings from twice a week to four times a week. These small changes to our menu have greatly increased its overall nutritional value. Over the past year, we also continued to work in partnership with Integrated Child Development Services (ICDS) to provide lunch and snacks at 19 of our 24 Day Care Centres.

Our training programmes continue to build child care capacities and increase awareness about the importance of Early Childhood Care and Education (ECCE). This past year, we trained 29 adults from marginalised communities to undertake roles as teachers and child care providers through our Bal Palika Training Programme. Additionally, through our Bal Vikas Sahyog Training programme, we trained 27 women in ECCE via two training sessions, one held in a slum community of Dharavi and the other in a construction workers' community at Mulund. We also provided customised ECCE refresher courses for 30 employees of a private day care centre and 159 ICDS employees.

Last year, our community outreach initiatives continued to serve and generally help the migrant construction workers' community to become better informed. We held vocational training programmes, addressed social and economic issues relevant to the community and educated parents on best child care practices. This year, we reached over 10,000 community members through 50 Lokdoots.

This past year has been a great time for the expansion of our advocacy initiatives in an effort to emphasise the needs of our children to public and state policy makers. In order to create a strong network of children's rights advocates, we hosted two meetings on ECCE for civil society organisations working with underprivileged children in Mumbai. We hope that by negotiating with governmental bodies and forging ties with like-minded civic organisations, we will give a stronger voice to the vulnerable children we serve.

In the last fiscal year, we undertook several projects instrumental in continuing the improvement of our programmes. As part of our recent English language training initiative, we developed an English language training manual tailored to the needs of our Bal Palika Training participants. This manual will equip our teacher trainees with the fundamental English skills necessary to meet the demands of an increasingly technology-driven and globalised society. We also developed a Chai Pani Facilitator's Manual, which contains information on topics commonly discussed during Chai Pani Meetings. This resource will ensure that our staff is disseminating accurate and essential information to the construction worker community. Moreover, a study entitled *Against the Odds: Educational Resilience among the Children of Migrant Construction Workers in Mumbai, India*, helped us analyse how some MMC alumni achieved academic and professional success despite the multitude of obstacles that migrant children confront. The findings of this study will be valuable in helping us build stronger support systems for our children.

As we begin incorporating new technologies into our programming, we continue to increase our focus on staff capacity building. Our teachers have been taking computer literacy training so that they can access virtual knowledge, contribute to our data digitisation initiatives, and communicate with other staff members more easily.

I would like to extend my deepest gratitude to all those who have invested their time, skills and resources in our organisation. I would also like to recognise several of our long-time and generous supporters for their contributions: Asha for Education, Child Vikas International, Give India, GlobalGiving Foundation, IL&FS Investment Managers Ltd., Impact Foundation (India), KPMG in India, Premadhara Strom der Liebe e.V., Reliance Foundation, The Breadsticks Foundation, The Central Social Welfare Board, The Concern India Foundation, United World College of South East India, and Verein Mobile Krippen, Freiburg, Germany.

I am grateful for the combined efforts of our teachers, administrative staff, and volunteers in ensuring the day-to-day success of our programmes as well as to the Board of Directors for their advice and support. I look forward to continuing to work alongside such a committed and resourceful staff in promoting the well-being of children living on construction sites.

Sincerely,

Vrishali Pispati

Chief Executive Officer

2. About MMC

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.

History In 1969, on a construction site in Delhi, Meera Mahadevan picked up and soothed a wailing infant. From that spontaneous act, Mobile Creches 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 entity. In the last 42 years, we have worked on over 270 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 of whom now help us provide day care for children all around Mumbai.

Method Over the course of four decades, we have gradually refined and stabilised our traditional Day Care Centre model, which is designed to directly reach the children living on construction sites. Given rapid changes that the construction industry has recently undergone, we have ventured to diversify and expand our traditional programme through the additional implementation of new and innovative models. This past year, we delivered our services through three core models: Day Care Centres, Care on Wheels - Mobile Bus, and builder-managed Child Care Centres. To reach children in vulnerable settings beyond the construction site, we also continued operating three of our special projects and initiated two additional ones.

Day Care Centres

Our traditional Day Care Centre model establishes day care centres directly on construction sites. These centres operate six days a week for a full working day. Under this model:

- Every centre has a crèche for children under three years old, a pre-school for children ages three to five years, and an after-school support section for children ages six to fourteen years.
- Nutritious lunch and snacks are served daily, and doctors visit the centres regularly to monitor children's health and to attend to those who are sick.
- We help older children enrol and remain in local schools by providing scholarships and offering supplemental academic support.

This past year, we operated 24 Day Care Centres at various construction sites and reached a total of 3876 children with an average of 1185 children attending our Day Care Centres every month.

Care on Wheels - Mobile Bus

In recent years, we have observed a proliferation of smaller construction sites across Mumbai, with fewer children on each site. It is difficult to launch a fully operational comprehensive day care centre model on sites with space constraints, neither it is cost-effective to establish centres on sites with less than 25 children. In order to reach these smaller and geographically distanced pockets of children, we launched our Care on Wheels - Mobile Bus model in August 2013. In this model, a bus staffed by MMC teachers and equipped with educational and health materials:

- Provides half - day care services for children at two construction sites for four days a week. Children are served nutritious snacks daily and receive additional nutritional supplements under ICDS.
- Facilitates health interventions for children and communities on 19 other construction sites in the city for two days a week.
- Enrols children in local schools and offers supplemental academic support.

This past year, the Care on Wheels model reached 91 children with an average of 38 children utilising Care on Wheels resources every month. With the help of this model we also facilitated eight immunisation camps that reached 75 children and 37 pregnant mothers.

Child Care Centres

In this model, the builder covers all the operational costs of running a centre on construction site and takes on greater responsibility for managing the centre. MMC provides trained personnel who have undergone a year-long BPT course at MMC to operate the Child Care Centres while salaries of these personnel are supported by the builders. This model gives builders the flexibility to launch a programme tailored to the site's conditions and needs, and utilising components of our traditional programme as needed. For example, a builder may choose:

- Duration of initiative: full day or half day
- Programme: comprehensive or select programmes
- Beneficiaries: any age range between 0 and 14 years

While operational challenges deter the majority of builders from accepting this model, we were able to launch and operate five builder-managed Child Care Centres this past year. We have reached a total of 213 children and served an average of 43 children per month through this model.

The promotion of builder managed Child Care Centres is a significant milestone towards ensuring the sustainability of our work, as it makes builders acknowledge the presence of children on their construction sites. In forthcoming years, we plan to increase the visibility of our organisation within the builder community and motivate more builders to adopt the Child Care Centre model.

“We are very happy to run a Child Care Centre under the guidance of Mumbai Mobile Creches on our construction site. Our workers and their children greatly benefit from this initiative. The MMC centre not only takes care of children's education, but also keeps them out of danger on the site.”

- Sunil Nayak,
Senior Engineer,
Arkade Group

Special Projects

We expanded our services to reach 375 children living in vulnerable conditions beyond the construction site. Through five special projects, we served an average of 112 additional children per month.

- We continued to provide part-day care services in two slums of Mumbai, which reached 209 children.
- We continued to operate a Day Care Centre on the premises of a public sector undertaking, which reached 53 children of their support staff.
- We launched two Day Care Centres at the brick kilns in Navi Mumbai, which reached 113 children of seasonal migrant workers. In accordance with the pattern of seasonal migration at the brick kilns, our centres will remain closed from June to September each operational year.



3. Our Children

Children Reached

In the fiscal year 2014-15, MMC reached a total of 4555 children, serving an average of 1378 children each month. We operated 24 Day Care Centres on construction sites, five builder managed Child Care Centres, two Care on Wheels - Mobile Bus centres and five special projects.

Table 1: Reach of Children in 2014-15

Section	Numbers
Crèche (birth to three years)	1293
Pre-primary (three to six years)	1576
After-school Support (six years to fourteen years)	1686
Total	4555

Table 1 provides the class distribution of all our children. As has been the trend in past years, more than half of the children we catered to (63%) were below the age of six. We also noticed that the proportion of children below three years of age increased by 3% as compared to 2013-14.

MMC is one of the very few organisations that focuses on the needs of the very young child, and greater proportion of young children at our centres is indicative of our value to the community. On the construction sites where we work, children below the age of six are especially vulnerable; their parents are at work, they cannot yet attend school, and they are usually left in the care of older siblings. Our early intervention approach not only relieves parents and older children of the burden of childcare, but it also lays a strong foundation for healthy development.

Figure 1 demonstrates that 37% of the children we served were of school-going age (above six years) and attended MMC's after-school support section. We aim to mainstream our children into municipal schools and provide additional academic support once they have been enrolled.

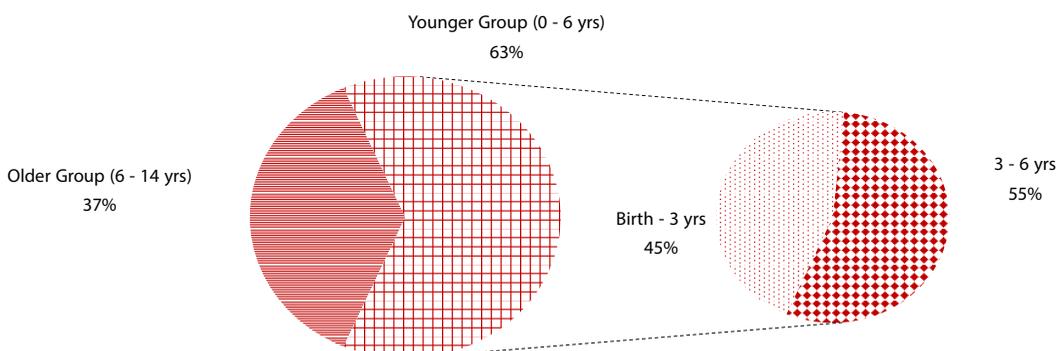


Figure 1: Distribution of Children by Age

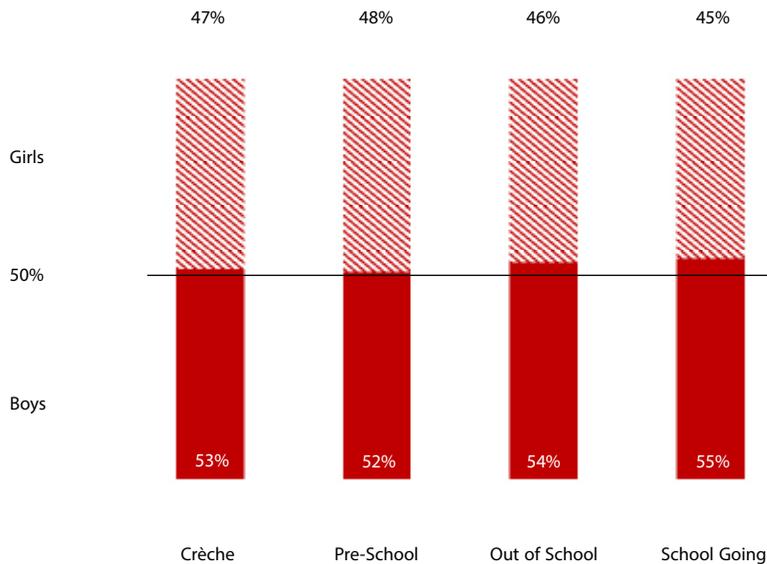


Figure 2: Gender Representation by Section

As we can see from figure 2, boys marginally outnumbered girls across all sections of our centres this past year. We noticed that the gender gap at the centres widened as the children grew older, possibly because families leave older girls in their villages with their extended families.

Length of Stay

Figure 3 demonstrates the average length of stay of children at our centres. Like last year, 79% of the children stayed at our centres for less than six months. Since there is such a brief window of opportunity for intervention, we emphasise the need for community outreach in conjunction with quality and comprehensive programming. Our community outreach programme empowers and mobilises the families of the children that we serve so that the impact of our work extends beyond the time that the children spend at our centre.

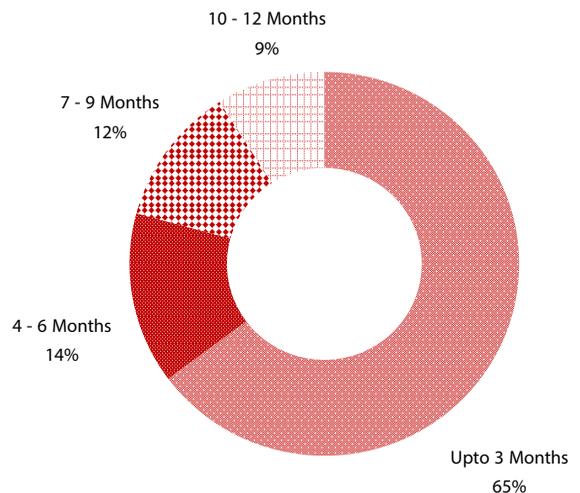


Figure 3: Length of Stay for Children at MMC Centres during 2014-15

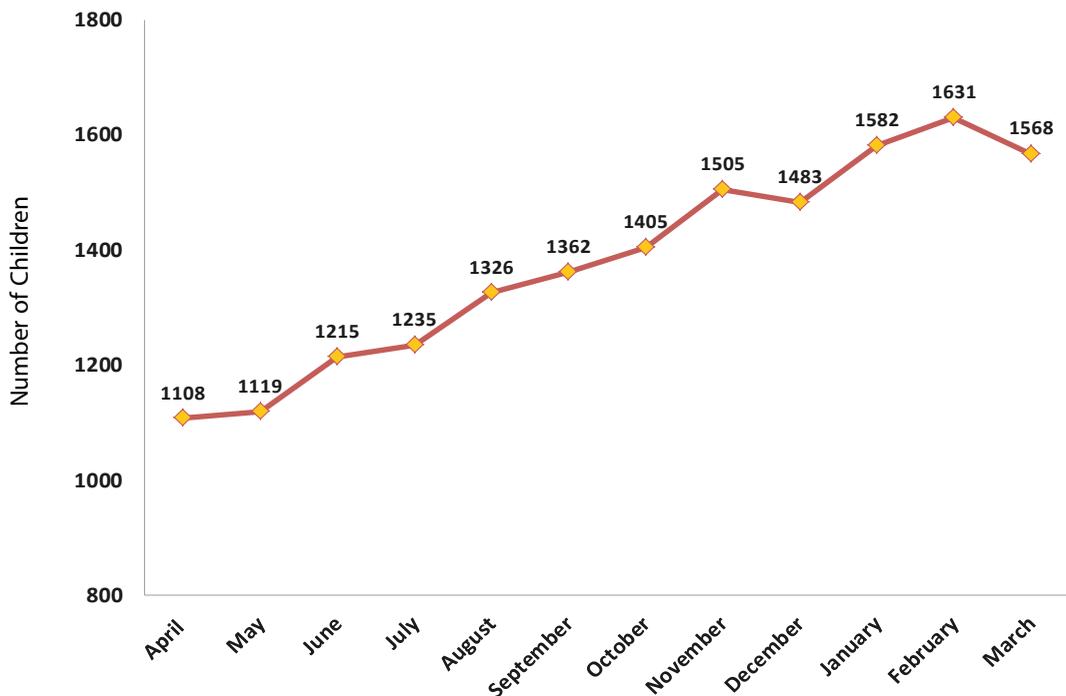


Figure 4: Average Number of Children Served per Month by MMC

As MMC caters to a highly transient population, the number of children we serve changes on a daily basis. Figure 4 portrays the strength of our programme based on the average number of children we served every month.

This past year we reached an average of 1378 children each month across all three core models and special projects.

Migration

Limited livelihood opportunities and harsh living conditions push people out from their native villages across India, forcing them to migrate to cities in search of an income. In urban India, the construction industry is the single largest employer of these migrant workers, many of whom live on the construction sites where they work, with their families and children. This past year, we saw 22 states represented at our centres. Like every year, we saw high migration within Maharashtra representing 43% of our population. West Bengal (14%) was second highest and Bihar and Uttar Pradesh were the third most highly represented states with 11% of our population coming from each of the states.

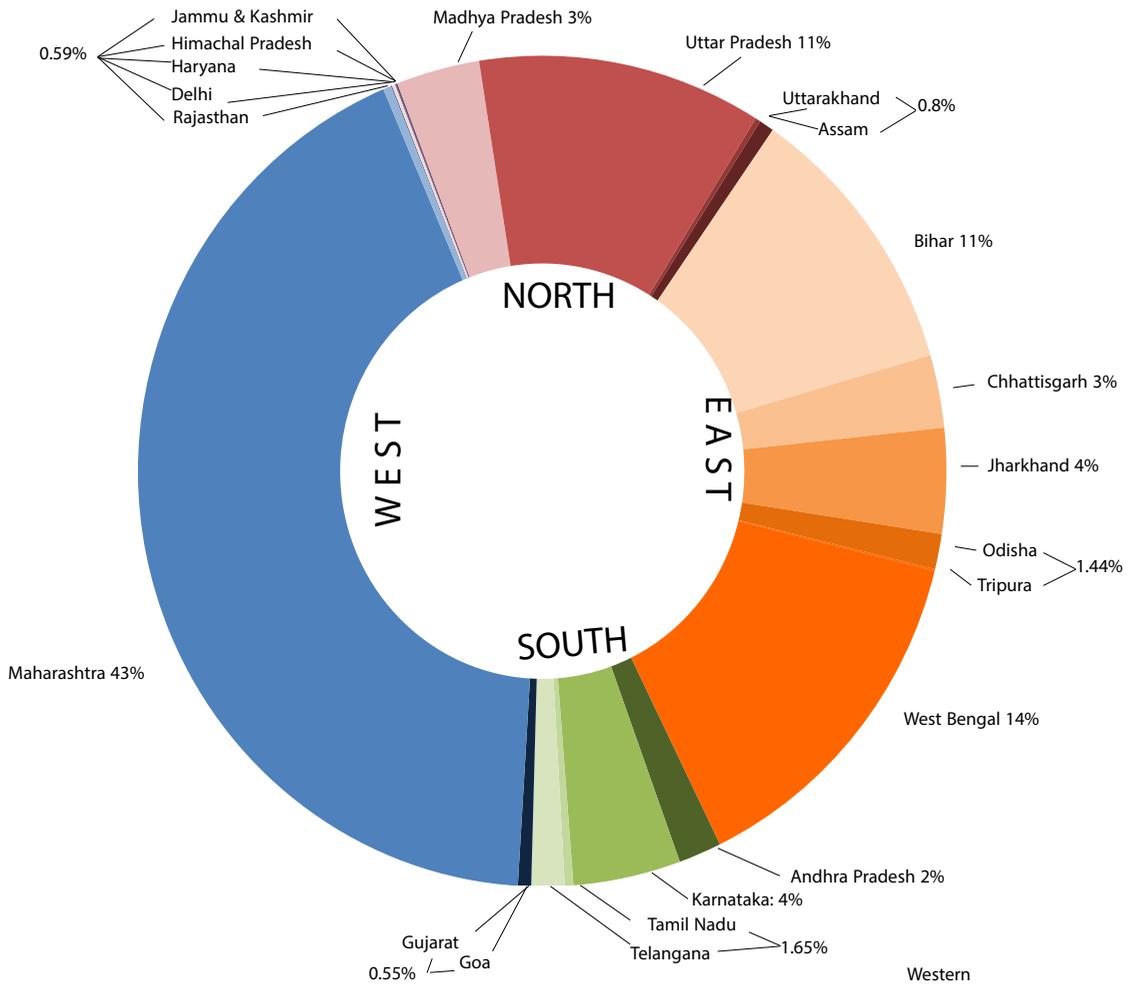


Figure 5: Migration by States of India

Further examination of the migration pattern within Maharashtra revealed that the Vidharbha and Marathwada regions contributed to over 70% of the migration. Conversely, migration from western Maharashtra was 8%.

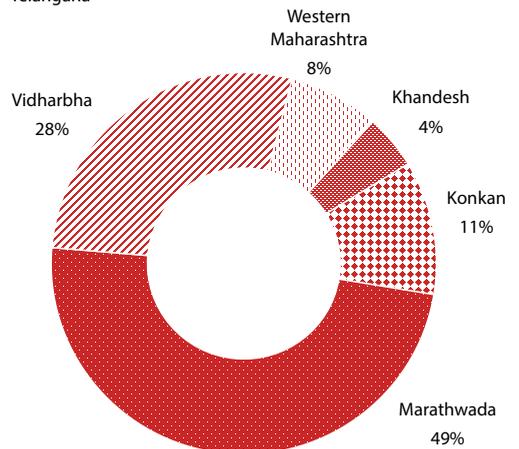


Figure 6: Migration within Maharashtra

4. Education

MMC believes that every child has the inalienable right to comprehensive care and a stimulating education, which are the most powerful and profound tools for escaping the poverty cycle. Our education programme encourages a healthy cognitive, emotional and social development of children of ages 0-14 years.

Since over 60% of the children we serve are below the age of six, Early Childhood Care and Education (ECCE) is a significant component of MMC's education programme. The early years of development are a critical time for cognitive growth; children constantly learn about themselves and their environment through sensory interactions and observations.

At MMC day care centres crèche and pre-school teachers utilise toys, games, dances, songs, and other activities that stimulate the senses to engage the children. With an emphasis on creative play and social interaction, our crèche teachers created an environment that nurtured cognitive, social, emotional and physical development. In the pre-school section, children engaged in imaginative thinking and problem solving while strengthening their pre-reading, pre-writing, and pre-mathematics skills.

Enrolment of Children in Municipal Schools

Our teachers in the after-school support section continued their efforts to enrol older children into the mainstream education system. This past year, 922 children attended municipal schools of which 375 were new enrollments. Figure 7 captures the rising percentage of MMC children enrolled in municipal schools over the past four years. We aim to enrol and retain the maximum number of children in schools in the coming years.

We continued to provide educational scholarships to both current MMC students and MMC alumni so that they can continue their education. Over ₹ 180,000 in educational scholarships was disbursed among 85 children living on construction sites.

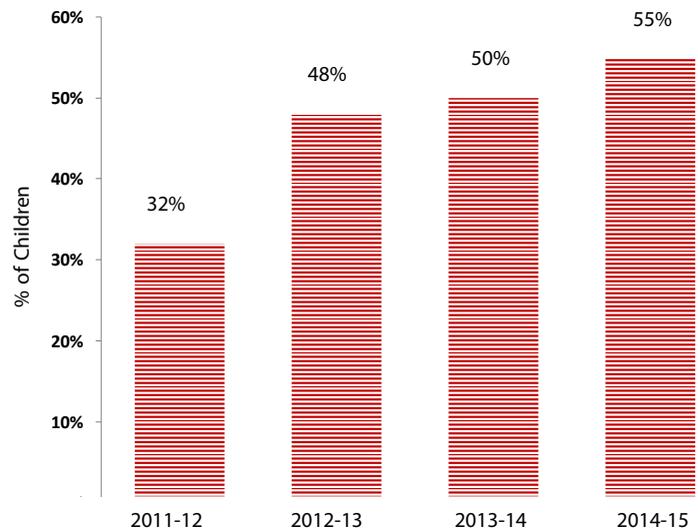


Figure 7: Trends in School Enrolment

We analysed the school grades of 220 children who appeared for the year end school examination in the month of April 2014. This analysis revealed that more than 70% of our children scored A and B grades across all the subject examinations. We saw at least 5-10% rise in the number of children, who scored grades A and B in the year-end examination, as compared to the first semester exam. Overall, analysis of grades obtained by children in school examinations depicted a positive trend.



Strengthening & Enhancing our Education Programme

MMC recognises the value of creating a comprehensive educational experience and has initiated various add-ons for the overall development of our children. During this past year, MMC enriched its add-on programmes, including the library programme, annual book week, English at MMC, arts and crafts, field trips & outings, child-to-child programmes and open days.

Library Programme

Reading stimulates the imagination, boosts creativity and exposes children to the world outside their everyday life. Many of the children we cater to are first-generation learners, limited in their opportunities to access quality reading materials. Our library programme ensures that our children have access to carefully selected, age-appropriate quality reading materials. Children not only read books at our centres but they also regularly take books home to read. This past year, our library made available 11,000 copies of books for children to read. The programme continued to implement its regular initiatives which include: Drop Everything and Read, Mujhe Padhkar Sunao (Read to Me), Story Time, and the Phirti Library (Mobile Library).

Last year we produced a report based on the “Buddy Reading” project we had implemented at one of our centres between November 2013 and February 2014. The intention was to increase peer learning and thereby develop interest among the children towards reading. Under this project small groups of three children were formed where a child with higher level of reading competency helped two other children to read books. Reading skills of children including letter recognition, word structure, sentence structure, and comprehension were assessed on a scale of 1 to 10 points. The results were encouraging as the number of children who scored full 10 out of 10 points, almost doubled during the post-test.

Annual Book Week

Book Week aims to create a love of reading among our children by engaging them in a series of exciting activities. MMC celebrated its 5th annual Book Week from 17th to 21st November 2014, following the theme 'In the world of animals'. Children participated in Prabhat Pheris (morning awareness rallies), visits to nearby libraries, story reading sessions in schools, and other events throughout the week. Children also had the opportunity to read newspapers every day, which helped them learn about happenings around the world.

A Big Leap over a Language Barrier

In search of livelihood options, Ritu's* parents migrated to Mumbai from a small village in West Bengal. After moving to Mumbai, Ritu's parents were caught up in the daily drudgery of life and didn't have the luxury to ponder upon their daughter's education.

At her native village Ritu had studied till 3rd standard. The opportunity to resume her abruptly discontinued studies quickly presented itself, however, when Ritu began attending the MMC centre at the construction site. As a part of our initiative to mainstream migrant children, MMC teachers recommended Ritu that she enrol in the local municipal school. But Ritu was quite reluctant to go to school. When our MMC teachers probed a bit, Ritu confessed that she barely understood Hindi, which was the medium of communication at the municipal school in that locale; Ritu's mother tongue was Bengali. But MMC's education programme is specifically designed to address such obstacles that migrant children often face. The teachers helped her gradually build a solid foundation in Hindi through our activity-based and experiential-learning curriculum. In this way, Ritu ultimately gained the skills and the confidence which enabled her to enrol in a municipal school in mid-2014.

Thirteen-year-old Ritu now studies in the 5th standard at the local municipal school and is an inspiration to the many migrant children coming to our centres from all over India. As her MMC teachers and peers have motivated her, she continues to motivate others. We believe that a language barrier should not altogether preclude the children living on construction sites from receiving an education. By structuring our programme to the needs of multilingual children, we are better able to integrate children like Ritu into municipal schools.

*The name has been changed to protect the person's privacy.

English at MMC

At five of our centres, dedicated volunteers from Mumbai Connexions continued to engage our children in their weekly English language programme. The volunteers used various teaching aids and conducted interactive sessions to help improve the children's English language skills. Our children enhanced their English speaking, reading, and writing skills through games, activities, songs and worksheets planned and created by the volunteers.

Arts & Craft

MMC has always emphasised arts and crafts as an effective means of connecting and communicating with children. In keeping with this tradition, MMC centres celebrated a Puppet Week for the first time in January 2015. During the Puppet Week, children and teachers combined scrap material and vibrant colours to bring alive wonderful puppets and adorned their centres with beautiful handmade artwork. Children also enthusiastically arranged puppet workshops and puppet shows for peers, community members and MMC volunteers.

Field Trips & Outings

We, at MMC, strive to provide our children with the opportunity to explore the world beyond the confines of the construction site. Visits to museums, nature parks and other interesting places are not only enjoyable but also educational for our children, helping them develop a better understanding of the world that they inhabit. We are delighted by the support we have received from our corporate and individual partners in arranging these outings. Here is the snapshot of outings from this past year:

- The Breach Candy Swimming Bath Trust hosted 20 children and three teachers from the Dudhwala centre in April 2014. The children played in the club's beautiful garden and enjoyed savoury snacks during their visit.
- In May 2014, the Reliance Foundation and Mumbai Indians' 'Education for All' initiative gave our children the thrilling opportunity to watch a live cricket match of the Indian Premier League (IPL). A total of 71 children along with five teachers from four of our centres had an amazing time watching their favourite cricketers play in a stadium full of cricket enthusiasts.
- In May 2014, 16 children and two teachers from the Bhaktipark centre attended a unique session arranged by NCPA on Kalaripayattu - Kalari Moves, a form of Indian martial arts from Tamil Nadu. The children were excited to learn the novel moves of Kalari and enjoyed the session very much. The outing was arranged by Ms. Arti Vakil.
- 40 children and three teachers from the B. G. Virar centre and 50 children and six teachers from the Patlipada centre went for a one-day picnic to Sanjay Gandhi National Park in June 2014. The children enjoyed the natural scenery while they rode the 'Vanrani' - the mini train - and saw wild animals. This outing was sponsored by CRISIL.
- In September 2014, 25 children and two teachers from the Care on Wheels - Mobile Bus programme visited a post office in Powai. During this informative visit, the children interacted with the employees of the post office and got to know the various processes involved in sending letters by the post. The visit was supported by KPMG in India.
- KPMG in India also sponsored a visit to the zoo in Veermata Jijabai Bhosale Udyaan in Byculla for 35 children from the Bhaktipark and Pratiksha Nagar centres in October 2014. The children were excited to see various animals and birds in the zoo.

- In November 2014, 41 children and three teachers from the Mankhurd, BPCL and Vikroli centres enjoyed an exciting outing to Rambo circus. IL&FS Investment Managers Ltd. brightened the day for these children!
- In November 2014, 30 children from MMC's Airoli Patni centre went to watch the Amar circus along with two teachers. The outing was organised by the builder - Gigaplex Estate Pvt. Ltd.
- In December 2014, KPMG in India hosted a Christmas party for 74 children and 7 teachers from Bhaktipark, Mankhurd and Pratiksha Nagar centres. Surrounded by festive Christmas decorations in the KPMG office, the children enjoyed playing musical chairs, spoon and marble game and hula hoops with KPMG employees and a big-bellied Santa. They were treated to delicious snacks and gifts after the party.
- KPMG in India sponsored an outing to the Maharashtra Nature Park for 53 children and five teachers from the Bhaktipark, Pratiksha Nagar and Vikroli centres in December 2014. Children enjoyed walking through the park. They saw a slide show on different birds that can be seen in Mumbai. At the end, delicious snacks were served to everyone.
- 31 children along with three teachers from Chandivali and Care on Wheels – Mobile Bus centres visited Irla Aquarium in Vile Parle in January 2015.
- In January 2015, 140 children from eight centres participated in the Sports Day arranged by Rajhans School in Andheri. The children took part in various competitions: running, long jump, and many more. All the participating children received goody bags filled with gifts.
- In February 2015, 36 children from MMC's Patlipada 2 centre got an amazing opportunity to participate in a cricket tournament arranged by MCHI – CREDAI. The winning teams were awarded with attractive trophies and everyone received an array of gifts.
- In February 2015, Songbound organised their end-of-term concert at St. Paul's High School Hall in Dadar. 20 children from the Bhakti Park centre participated in this music programme accompanied by two teachers.
- 47 children from the Pratiksha Nagar and Patlipada centres went for an educational outing to the Nehru Science Centre in February 2015. The children enjoyed the interactive displays on science. The outing was sponsored by Premdhara Strom der Liebe e.V.
- In March 2015, 10 children along with two teachers attended a music choir workshop arranged by Songbound. The workshop was led by Songbound and Eton College students. The children really enjoyed the music and quickly picked up the beats of the music choir.



Child-to-Child Programme

We strive to provide our children with varied experiences beyond the construction site so as to spark their imagination and broaden their horizons. One such initiative is the Child-to-Child Programme, which gives our children an opportunity to visit some of the best schools in Mumbai while students from these schools get an opportunity to come and visit MMC centres on construction sites. This programme enables children to learn from one another, promoting an mutual exchange of information and skills. This past year, we conducted nine Child-to-Child visits in partnership with the following seven schools:

- American School of Bombay
- Bombay Scottish School
- D. Y. Patil International School
- Fazlani L'Académie Globale
- Happy Minds International
- Pawar Public School
- Udayachal High School

Open Days

When parents see their children growing and thriving in the classroom, they are more likely to want to keep their children in school. For this reason, MMC teachers host open days once a month in crèche, pre-primary and after-school support sections by turn to keep parents informed about their children's progress.

During open days, teachers convey to parents the academic and artistic achievements of their children. Teachers take the opportunity to reiterate to the parents the positive and transformative impact that education can have on the lives of their children. Teachers also discuss a range of topics related to the benefits of vaccination, how to prevent illnesses and importance of nutrition.

This past year we reached an average of 300 parents per month through open days.



5. Health & Nutrition

The scarcity of basic amenities to maintain hygiene and the prevalence of pollutants on active construction sites continue to hamper the health of our children. Figure 8 displays the prevalence of common illnesses among our children. As indicated by it, most of our children suffered undernourishment, worms and cough.

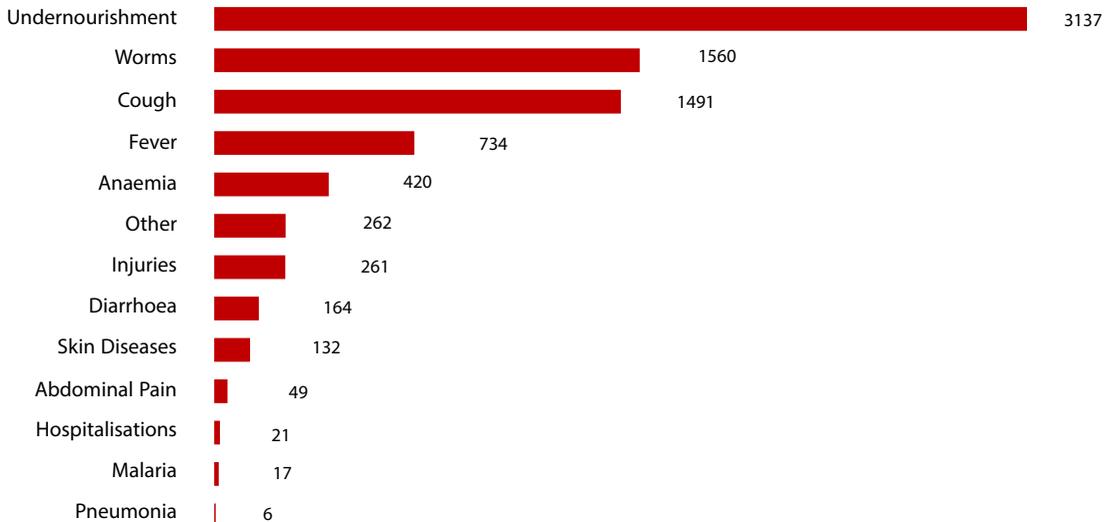


Figure 8: Incidences of Illnesses

MMC firmly believes that children can only learn, grow and succeed when they are healthy enough to attend school and actively participate in the classroom. A lack of access to quality nutrition, healthcare and hygiene resources, compromises the optimal development and well-being of our children. At MMC, we attach paramount importance to ensuring adequate nutrition and proper health for all our children.

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

Preventive Care

- Facilitated 4,614 immunisations (please see figure 9)
- Provided children with four meals equivalent to at least 700 Kcal/day and containing a minimum 30 grams of protein/day
- Provided children with micronutrients in the form of daily multivitamin and calcium supplements
- Monitored growth (anthropometric measurements) monthly for children younger than six years and quarterly for children older than six years

Curative Care

- 675 doctor visits conducted across 23 centres
- 8,254 incidences of illness identified and treated among children

Rehabilitative Care

- 39 children with severe wasting (low weight for height) referred to and treated at the Nutrition Research and Rehabilitation Centre at Lokmanya Tilak Municipal General Hospital commonly known as Sion Hospital, and their parents counselled on ameliorating the health of the children.

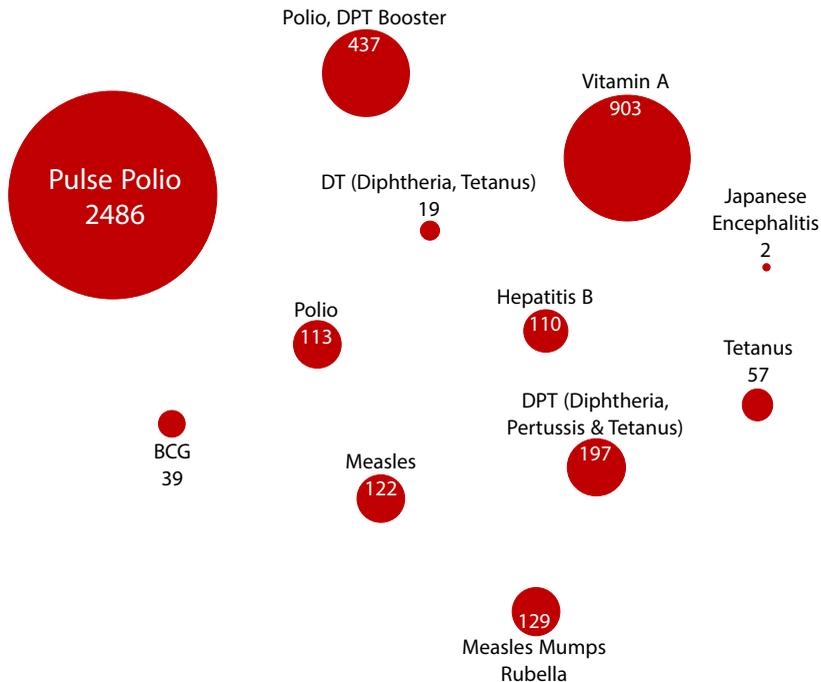


Figure 9: Vaccinations Facilitated in 2014-15

In the hope of creating safe environments beyond our centres, we spread awareness about the importance of hygiene and preventative methods for common health problems to the community through our outreach initiatives.

Nutrition



The items on the MMC menu are thoughtfully selected, based on their nutritional value and availability. Our standardised menu ensures that we meet the dietary needs of our growing children while continuing to incorporate variation into their nutrition. Pregnant and lactating women and young children (six months to three years old) continued to receive Take Home Ration and older children (three to six years old) received Supplementary Nutrition provided through ICDS.

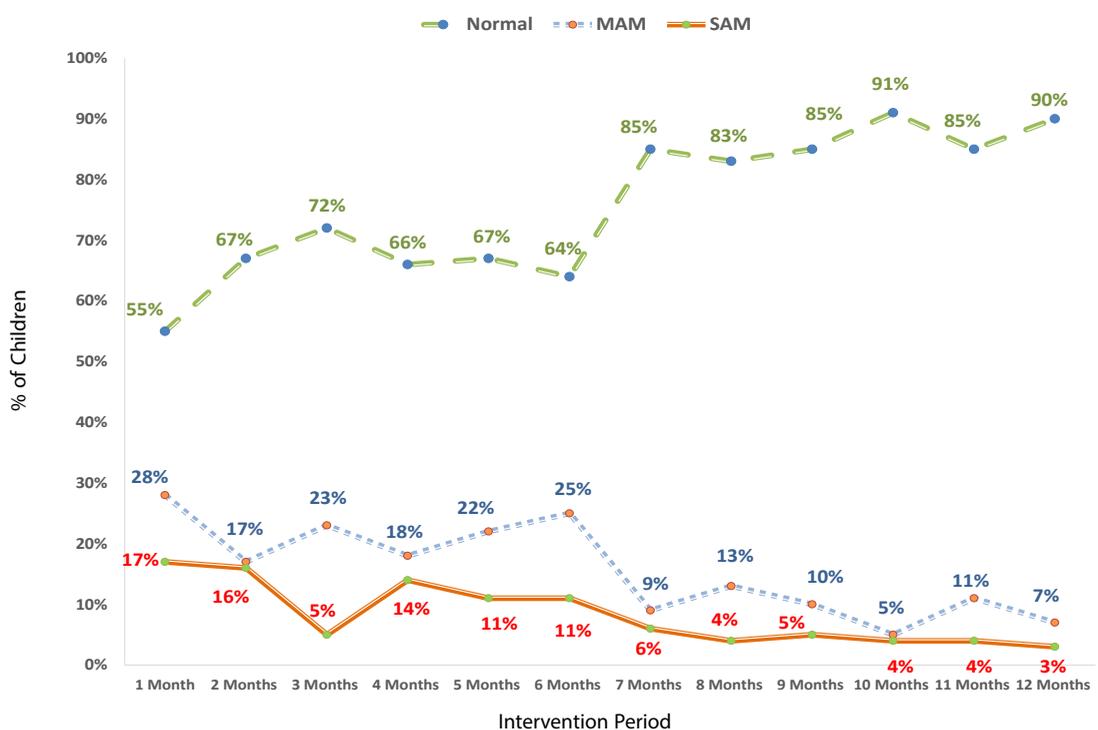
This past year, we enriched the nutritional value of the meals we provided to our children by:

- Increasing the frequency of egg servings from twice a week to thrice a week
- Increasing the frequency of fruit servings from twice a week to four times a week
- Introduction of 5 grams ghee in the diets of children twice a week

During the hot summer months we provided our children with lemonade and buttermilk to relieve them from the extreme heat and to prevent heatstrokes.

Nutritional Status of Children

We regularly measure the height and weight of our children to ensure proper development. This past year, we acquired data for 2236 children out of the total 2369 children (birth to six years) we served. These measurements were used to determine whether the nutritional status of our children met WHO standards.



*n = 2236 children below 6 years of age, MAM = Moderate Acute Malnourished children, SAM = Severe Acute Malnourished children

Figure 10: Nutritional Status (Wasting) among Children by Period of MMC Intervention Received during 2014-15

Figure 10 plots the nutritional status of our children in relation to the number of months that they received MMC intervention. The nutritional status of the child was determined using the child’s last available height and weight readings. The intervention period is the number of months between a child’s entry into the MMC programme and the month of the child’s most recent height and weight measurement for the last fiscal year.

So even while undernourishment poses to be the most critical problem on construction sites, the data indicated that the nutritional status of the children improved as they spent more time at MMC and the overall percentage of Moderate Acute Malnourished and Severe Acute Malnourished children declined accordingly. The seven month mark seemed to act as a threshold for improvement in nutritional status, as the percentage of children in ‘Normal’ category steeply arose from 64% at six months to more than 80% at seven months and remained above that for all the succeeding months. 90% of the children who received MMC intervention for 12 months had normal nutritional status.

Moving Towards a Healthy Future

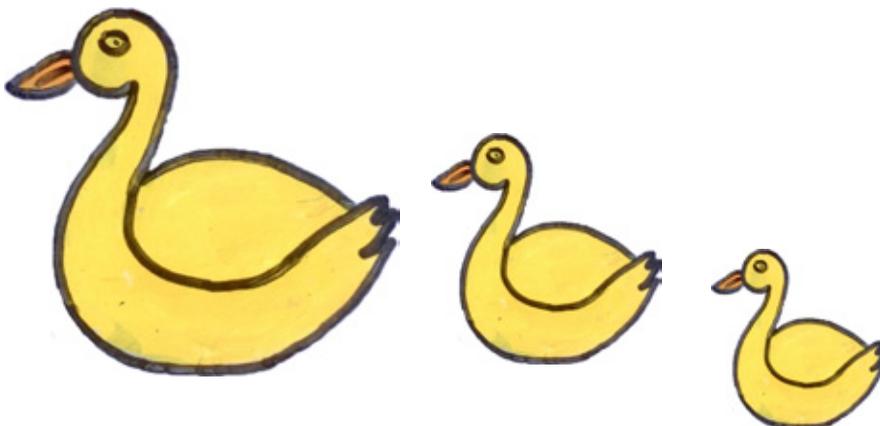
The first 5 years in a child's life is the most crucial time for both physical and cognitive development, and a healthy infant is expected to undergo a significant amount of growth in a relatively short span of time. But like many other children from the migrant community, Parvati* was suffering from acute malnourishment.

Parvati's parents worked as head-load workers at a construction site in Sahar, Mumbai. When Parvati was enrolled in our crèche in January 2013, our teachers immediately took note of her thinness, and our doctors later diagnosed Parvati as suffering from acute malnourishment. The MMC teachers started providing her a protein and mineral-rich diet comprising of finger millet (ragi), eggs and milk, which enabled Parvati to gain a healthy weight.

Parvati's nutrition regimen was interrupted, however, when her family returned to their village for several months. When she came back to our centre in January 2015, she had experienced significant setbacks in her recuperation. She was prescribed a special diet and given nutritional supplements by our doctors and again her weight started increasing gradually.

MMC teachers also counselled Parvati's mother about the importance of adequate and balanced nutrition so that her health is preserved even when she is not staying with us. With the constant support of MMC teachers and the guidance of the centre doctor, we hope that Parvati will reach a normal weight category very soon.

*The name has been changed to protect the person's privacy.



6. Community Outreach

Interactions with the Community

Chai Pani Meetings

Every month, our teachers invite the parents of children attending our centres to have chai (tea). These meetings are conducted informally at the centres so that parents are able to discuss their concerns more comfortably and openly. Chai Pani Meetings are an opportunity for our teachers to engage with the parents and to discuss issues relevant to the community at large. Topics discussed during the Chai Pani Meetings in 2014-15 were health and hygiene; the importance of quality nutrition; the importance of educating children, the importance of identity documents like Permanent Account Number (PAN) Card and Aadhar card, the rights and safety of the children and the dangers of alcohol and tobacco abuse.

In 2014-15, we conducted 289 Chai Pani Meetings and reached an average of 580 community members every month.

We created a manual titled 'Chai Pani Meetings: The Facilitator's Manual' to direct the Chai Pani Meetings conducted by our teachers. We documented information on 29 themes related to the care of infants, the protection, needs and rights of young children, the nutrition and health of children and other issues of concern for migrant families. For each of the 29 themes, the manual documents the objectives of the Chai Pani session; provides factual information to equip the teachers to engage in theme-based discussions with the community; outlines materials and preparations required for each session; and lists additional resources for teacher reference. This manual will help teachers conduct Chai Pani Meetings more effectively and ensure that accurate information is being conveyed to the community.

Lokdoots

Interactive engagement has always been an effective means of transcending the language barriers ubiquitous to the diverse migrant construction worker community. With that in mind, MMC regularly conducts "Lokdoots" or street plays, which are not only informative but also entertaining. In the year 2014-15, MMC conducted and facilitated a total of 50 Lokdoots addressing issues relating to health and nutrition; hygiene and sanitation; etc.

This year we reached over 10,000 construction workers who had migrated to Mumbai from all over India.

Migration Resource Centres

The Migration Resource Centre (MRC) initiative was started in 2012-13 with the intention of providing the families of migrant workers with a space for regular information dissemination and for expanding their knowledge through various programmes.

In 2014-15, we operated MRCs at three of our construction sites and provided the families with information and /or advice about government schemes and facilities, necessity of PAN cards and opening bank accounts and other issues that are relevant to the migrant community.

Facilitation of Resources for the Community

Capacity Building

- Vocational training is essential for improving the quality of life of community members and provides increased livelihood opportunities. In 2014-15, MMC along with Institute for Design of Electrical Measuring Instruments (IDEMI), facilitated trainings on plumbing and electricity, which led to the certification of 20 plumbers and 27 electricians respectively.
- MMC also organised a two-month culinary training course in partnership with Jan Shikshan Sansthan for 20 community women.

Financial Inclusion

- In 2014-15 we helped 170 community members to open bank accounts under the Pradhan Mantri Jan Dhan Yojana enabling them to take the first step towards financial inclusion.
- 148 community members were also helped in obtaining PAN cards, 17 Aadhar cards and 10 Permanent Retirement Account Number (PRAN) cards.

Healthcare

- This year, 18 general health check-up camps, 12 eye check-up camps and one dental check-up camp for 1413 community members including 178 children were facilitated.

Through MMC Lokdoot, Worker Learns to Secure Savings

In a village in Uttar Pradesh, Rajkumar* and his family of seven subsisted on the sparse income they earned from farming. But gradually it became clear to Rajkumar that he needed other sources of income to take care of his loved ones. He moved to Mumbai and got a job at a construction site.

Throughout the month Rajkumar would meticulously save his earning, and once it became a sufficient amount he would send it to his family. But till the day he dispatched the remittances, he would be fearful that someone would rob him of his hard-earned money.

Coming from a small village, Rajkumar had no idea about financial institutions and the kind of security they provide. For people like him, MMC conducts Lokdoots or street plays on various topics like government schemes available, importance of identity documents, and financial inclusion, which might be useful to the migrant community.

Rajkumar attended one such Lokdoot, where the topic was financial inclusion and the importance of financial savings. Soon after, he decided to participate in a community meeting conducted by the MMC Saksham team to know more about banks and the facilities they provide. It didn't take long for him to see the benefits of keeping his money into a bank account. So without any delay he approached the Saksham team to assist him open an account.

Since that day Rajkumar has kept all his money in the bank and even uses his account to send money to his native village. Without the constant fear of his money getting stolen, he can finally sleep in peace after a hard day's work.

*The name has been changed to protect the person's privacy.

Interactions with Youth

At MMC, we endeavour to support our children even after we stop engaging with them directly at our centres. We try to provide our alumni (adolescents and adults who once attended our centres as children) educational support in terms of career guidance and financial aid. This year we had also organised networking events where our alumni could connect, share their experiences and motivate each other to overcome the challenges posed by migration and marginalisation.

Youth Camps

In 2014-15 MMC organised three camps for young alumni (ages 14 to 18) that explored the educational and professional opportunities available to migrant youth. The programme included career guidance sessions and interactive presentations by external resource persons on goal setting and personality development. Older alumni also came to share their experiences regarding their transition from the classroom to the working world, which was of great help to younger attendees. The three youth camps reached 137 of our young alumni.

Alumni Meet

In October 2014, MMC held an alumni meet in one of our oldest centres in Powai. Forty alumni of different ages with varying educational and occupational backgrounds attended the meet. They spent half a day sharing their memories of attending MMC centres.

Our alumni now stay connected with one another through the exclusive Facebook group called "Hamara MMC"!

Despite seemingly unconquerable obstacles, five of our alumni outperformed their peers through exceptional educational attainment. This past year we conducted an indepth qualitative research study with these five alumni titled, 'Against the Odds: Educational Resilience among the Children of Migrant Construction Workers'. The study aimed to understand resilience – a quality crucial for overcoming adverse circumstances in order to achieve personal development. Findings revealed that parental understanding about the importance of education in their children's lives played a major role to excel in life. This clearly highlights the importance of educational awareness through community outreach.

The alumni themselves also demonstrated a sense of self-sufficiency; purpose in life; self-regulation; and social competence which enabled them to achieve educational success despite living in difficult circumstances. All these qualities can be acquired and enhanced through regular skill building initiatives and life-skills education to promote opportunities for positive development for an increasing number of children living on sites.

Sakhi Group

This past year we continued to hold meetings for 'Sakhi' – a group of teachers and Bal Palika teacher trainees who came together in the year 2009 to support one another and reach out to more women in the community. These women continued to operate two self-help groups, Samruddhi and Pragati (meaning prosperity and development respectively), to encourage savings among the women living on construction sites.

During 2014-15, eight Sakhi meetings were arranged regarding financial literacy, entrepreneurship, team building and leadership. The meetings also focused on building skills for the effective use of information technology. We hope that access to and proficiency in using IT services will broaden the horizons of Sakhi members.

MMC presented a research paper co-authored with Dr. Sangeeta Bagga-Gupta from Örebro University at the Swedish -Indian International Research Conference in November 2014 in Mysore. The research paper focused on the use of technology by members of marginalised communities, closely examining Sakhis' practices of using information technology at work and at home. The study found that MMC helped facilitate the use of technology among women whose exposure to these technologies would otherwise be limited.



7. Advocacy

Migration, even when it is within the national borders, creates several hurdles in accessing public entitlements. This lack of entitlements significantly affects the well-being of the migrant community and hence their children. MMC's Saksham team works towards networking with the government bodies and civil society organisations to ensure the community's access to public entitlements. This past year the Saksham team along with our teachers ensured:

Access to Child Welfare Programme

- MMC conducted two meetings with the department of Women and Child Development, Maharashtra and ICDS, Maharashtra in the past year. These meetings culminated in linking 19 of the MMC's centres with the nearest Anganwadi centres.

Access to Public Healthcare Services

- We linked 23 of our centres with government-run Primary Healthcare Centres (PHCs) near construction sites to ensure timely vaccinations.

Access to Public Education System

- Between April 2014 and March 2015, 371 of our children were mainstreamed or enrolled into municipal schools.

Access to Safe & Quality Childcare

- MMC held two joint meetings with the Maharashtra Chamber of Housing Industry - a body of Real Estate Developers in Mumbai and the Department of Women & Child Development, Maharashtra to facilitate the establishment of crèches on construction sites in Mumbai.
- We reached out to other civil society organisations to understand the overall status of ECCE services for marginalised populations in Mumbai. This past year, MMC organised two meetings, bringing together 25 civil society organisations working with young underprivileged children in the city. Many articulated the need for better training facilities for teachers working in challenging and economically difficult conditions. The organisations also expressed the need to create a network to increase awareness of ECCE. Such a network, they felt, would also help NGOs gain a voice in shaping the state's educational policy initiatives.

Networking for Advocacy

In the year 2014-15 we continued to participate and connect with various campaigns and forums to advocate for the rights of the migrants and their children. These include:

- **Forum for Crèches and Childcare Services (FORCES)**

FORCES is a national network of organisations and individuals that advocate for women working in the unorganised sector and caring for children below 6 years of age. We participated in the national conference conducted by FORCES in April 2014, where we discussed efforts and ideas to strengthen child care services in different states.

- **Rationing Kruti Samiti (RKS)**

RKS is a network of grassroots NGOs in Maharashtra that works on issues related to the Public Distribution System (PDS) and food security. MMC continued to be a member of RKS and attended two meetings this past year to discuss the issues migrant workers face in accessing the PDS in Mumbai while their families continue to avail these services in their native regions.

MMC continued its membership with:

- **Jan Swasthya Abhiyan (JSA) – Mumbai**

The India circle of the People's Health Movement, a worldwide movement working to establish health as a human right.

- **Right to Food Campaign**

An informal network of individuals and organisations committed to the realisation of the right to food in India.

- **Committee for the Right to Equal Fundamental Education**

An informal network of individuals and organisations working on addressing the challenges in the way of the implementation of the right to education to all children.



8. Training



At MMC we recognise the value of providing quality ECCE for all children, delivery of which requires skilled professionals. Hence our training programmes equip women and men to deliver quality child care in diverse settings.

Bal Palika Training

Launched in 1982, MMC's Bal Palika Training (BPT) is a year-long teacher training course specially designed to equip trainees to cater to the needs of young children. The course integrates theoretical learning with hands-on practical experience to transform our trainees into confident and empowered professionals equipped to work in challenging settings.

We encourage women and men directly from the construction workers' community to take the course so as to widen their financial prospects, and we are proud that over 30% of MMC's teachers are from the construction site community.

This past year a total of 29 teachers graduated from the BPT course, nine of whom were from the construction worker's community. We are very happy to inform readers that 17 of our trainees were successfully placed in various organisations and continue to work as professional child care givers.

The first ever Bal Palika Training Alumni Meet was held on 14th March, 2015 attended by 38 alumni.

We also created a manual, 'The Joy of Teaching English' this past year to enhance English language skills among MMC's Bal Palika Trainees. This manual will help MMC incorporate English language training as a regular aspect of its BPT programme, hence increasing professional opportunities for the graduate trainees.

MMC published an article titled, 'Sustainable Development for the Children of Migrant Construction Workers through Teacher Training Programme' in ARNEC Connections, an international online journal published by the Asia Pacific Regional Network for Early Childhood. The publication helped MMC document and showcase its Bal Palika Teacher Training Programme on an international platform.

Perseverance Pays Off

As a young woman dependent on others for her livelihood, Neena* could never have envisioned that one day she would be taking care of finances for her family.

When she first arrived in Mumbai as a 19-year-old bride, Neena lived in a tiny house in Ghatkopar with her husband and her in-laws. Although Neena's husband earned just a nominal salary as an office clerk, their family was financially secure because her father-in-law and brother-in-law also contributed their income to the family expenses.

After her father-in-law's retirement, Neena's husband got placed in the same job. But within three years everything changed, as her husband's factory was shut down and he was forced to take up a small job of delivering medical equipment.

Unfortunately in 2012, Neena's husband died of a heart attack, and she was left alone to take care of her two daughters. Despite difficult circumstances, Neena immediately began to search for employment opportunities, which were limited by her lack of professional work experience. She eventually registered for the Mumbai Mobile Creches' year-long Bal Palika Training course based on ECCE concepts. Neena's mother-in-law cared for her two daughters while Neena attended the theory and practical classes.

Five months after the course started Neena lost her mother-in-law, and she had almost decided that she would discontinue the programme since she had no one who would take of her young daughters. But her brother-in-law and his wife stepped in and agreed to look after the girls till she completes the training.

Neena successfully graduated as a Bal Palika in August 2014, and almost immediately got a job as an Activity Teacher at a NGO working with children suffering from cancer. Now she has not only become economically self-sufficient but also a role model for others in her community.

*The name has been changed to protect the person's privacy.

Puppet Workshops

Although puppetry elsewhere is becoming a lost form of folk media, it continues to thrive at MMC as a means of connecting with our children and with the construction worker community. Our team, known for its expertise in puppet-making, performs puppet shows and delivers puppet-making workshops to other organisations. Last year we held 10 puppet shows and three puppet making workshops, reaching over 600 children and adults.

Bal Vikas Sahayog Training

Community Based Approach

Recognising the need for quality day care services for children in urban slums in Mumbai, MMC launched a 26-day ECCE training course with the goal to build the child care capacities of the community members in slum settings. This course also accommodates trainees from the construction sites who cannot participate in the year-long intensive BPT course.

In 2014-15, we trained 27 women in ECCE through two community-based trainings: one in the slum community of Dharavi and another in the construction worker community at Mulund.

Customised Service Approach

MMC also delivers on-demand, customised ECCE training for child care professionals from other organisations. These training courses are tailored according to the needs of each organisation. This past year, we provided a customised ECCE refresher course for 30 employees of a private day care centre in Mumbai. Additionally, MMC also provided a EECE refresher course to a total of 159 ICDS Anganwadi Sevikas from the Ambarnath (Urban), Bhandup, Kurla and Ulhasnagar projects.

Vinita Finds Path to Financial Stability

Vinita* is a 40-year-old woman living in Dharavi, one of the largest slums in the world. For years, Vinita supported her husband and four children through a series of odd jobs. During festival times, she worked as a security staffer and in-between that she took up odd tailoring jobs like embroidering dupattas. But Vinita was constantly worried about her family's financial stability since these jobs were temporary.

Lack of education or vocational training limits opportunities to get stable and well paid jobs for many. In an effort to provide an alternative livelihood option to these women, MMC conducts the Bal Vikas Sahayog Programme, a 26-day child care training course. This course is designed to provide unemployed women with a stable employment opportunity, while simultaneously creating a pool of qualified personnel to staff day care centres in slums. In this way, women in marginalised communities can find a path to financial mobility while employed mothers in slums are guaranteed quality care and education opportunities for their children.

Vinita was among the nineteen trainees who graduated from the Bal Vikas Sahyog course in January 2015. Almost immediately after completion of the training, Vinita was hired as a childcare giver in a day care centre and has since doubled her income. She continues to take small side jobs to supplement her salary, but she is relieved that she no longer has to rely on them in order to support her family.

*The name has been changed to protect the person's privacy.

9. Our Partners

Government

The Central Social Welfare Board (CSWB) under the Ministry of Women and Child Development has continued to support our programme through its grant-in-aid for implementing crèche programmes under the Rajiv Gandhi National Crèche Scheme for the Children of Working Mothers. Currently, CSWB partially funds programmatic costs for children below five years of age at our select centres.

We also continued operating a day care centre in Sion in partnership with ICDS, which provides nutritional services and partly supports the teacher's salaries at the centre.

Civil Society

To strengthen existing programming and contribute to the greater social good, MMC makes great efforts to partner with other organisations working in the spheres of health, nutrition, education and child rights. This past year, we collaborated with Aural Education for Children with Hearing Impairment, Bachchu Ali Hospital, Rotary Club of Thane and Smile Foundation to facilitate health camps for our children and their communities.

Children from three of our centres participated in a research conference for children, 'City as Lab', organised by Renisience Education, where they undertook small research projects pertaining to different issues of the city.

Builders & Contractors

Since our centres are located directly on the construction site, builders and contractors are the partners with whom we interact most closely. We are fortunate to have a group of supportive builders and contractors who help us make quality childhood care and education a reality for the children of migrant construction workers. We thank all our builders and contractors for supporting our mission of bringing holistic child care to the construction sites.

We would like to extend our thanks to our builder partners for their support: Ajmera Realty & Infra India Ltd., B.G. Shirke Construction Technology Pvt. Ltd., Bharat Petroleum Corporation Ltd., Chalet Hotels Pvt. Ltd., CIDCO Ltd., Dudhwala Real Estate & Investment, Friends Development Corporation (Imperia) Pvt. Ltd., Genext Hardware & Parks Pvt. Ltd., Gigaplex Estate Pvt. Ltd., Hubtown Ltd., Indian Institute of Technology, Bombay, K. Raheja Corporation Pvt. Ltd., Lake View Developers, Lodha Developers Pvt. Ltd., Lodha Dwellers Pvt. Ltd., Nahar Builders Ltd., Neptune Developers Ltd., Powai Developers, Roma Builders Pvt. Ltd., Rustomjee Evershine Joint Venture, Serene Properties Pvt. Ltd., Shivalik Ventures Pvt. Ltd., Talib & Shamsi Constructions Pvt. Ltd.

We are especially grateful to our partner builders who started builder managed Child Care centres on their sites: AAP Realtors Ltd., Arkade Group, Ecopark Developers LLP, Transcon Developers, K. J. Infrastructure Pvt. Ltd., M. J. Constructions.

We specially thank our new partners, the owners of brick kilns in Taloja, Mr. Mahendra Gharat and Mr. Dwarkanath Patil, for giving the children of the brick kiln workers an opportunity to avail MMC's child care services.

10. Organisational Development

Institutional Strengthening Initiatives

Geared up to Lead

In June 2014, our CEO, Ms. Vrishali Pispati, participated in the 92nd Street Y Ford Fellows Program. During this intensive three-week residency, Ms. Pispati took classes in non-profit management, strategy and leadership at Columbia University's Picker Center for Executive Education. The academic curriculum was complemented by visits to some model non-profits in New York City and meetings with academic and business leaders. Her exposure to other non-profits will enable us to evaluate our programmes more critically and in accordance with international standards.

Research & Documentation Unit

The population with which we work is currently one of the least researched population, making it difficult to illustrate their problems and needs to the general public. In an effort to address this, a core two-member team was formed and stabilised as MMC's Research and Documentation (R&D) unit. The R&D Unit aims to generate research reports and documentations that will help MMC advocate for the welfare of children and further enrich its programmes. We hope that our R&D initiatives will help us bring the voices of the marginalised to the attention of the public.

Policy Formation

We aim to maintain the highest standards of service conduct by forming clear organisational policies.

- Information Technology Policy:

This past year we went on to form an Information Technology (IT) policy for MMC, which was implemented at our administrative office. The policy helped us document best practices for the use of IT facilities by MMC employees.

- Policy against Sexual Harassment:

In 2014-15 we revised our Policy against Sexual Harassment in consonance to the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 to protect all employees against sexual harassment.

Internal Committees

MMC created two internal committees this past year to mitigate risks and ensure the smooth functioning of the organisation. The committees formed were:

- Internal Complaints Committee: was formed to address the grievances of sexual harassment in consonance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The seven member committee was formed as per the guidelines set forth by the government.
- Risk Management Committee: was established this past year to mitigate the organisational risks identified through a Risk Management Survey during 2013-14. The committee held 6 meetings this past year to develop an action plan to mitigate the identified risks and discuss the progress of their initiatives.

Building Capacities of our Staff

In spite of difficult working conditions our teachers manifest amazing vigour in their work and are not only skilled in providing comprehensive child care but also are committed to improving the welfare of the migrant child. They are a valuable asset to our organisation, and we recognise the importance of keeping our teachers regularly updated with information and skills that meet professional standards. Glimpses of capacity building initiatives we undertook this past year are as follows:

- We organised three fire safety training sessions through Ceasefire and First Aid Industrial Training and Health (FAITH). These benefitted 75 employees. Training included fire drill exercises, and equipped participants to handle various emergencies.
- We organised two first-aid training sessions by FAITH for 31 staff members. The training introduced the teachers to basic first-aid responses.
- SNEHA organised three training sessions on taking the anthropometric measurements of children attending our centres and maintaining accurate records of their height and weight. This training built the capacities of 88 MMC staff.
- Two of our community organisers under our health programme attended an extensive 6-month training course on identifying children with special needs. The training was conducted by Umeed, a non-profit which works with children with disabilities.
- A total of 56 teachers participated in three music workshops arranged by Sound Space. The training helped the teachers to understand how to integrate music in their teaching methods.
- A total of 11 training sessions were conducted to teach basic computer skills to 46 of our teachers, assistant programme coordinators, and programme officers, and 12 of our executive staff were trained in the use of advanced Excel and Tally.



Apart from these formal trainings, our staff also participated in various conferences, seminars, workshops and field visits to widen their knowledge base.

- Two members of the MMC Finance team participated in two seminars that focused on the Foreign Contribution Regulation Act arranged by organisations iVolunteer and Centre for Advancement of Philanthropy.
- Four members from the Fundraising & Donor Relations, Research & Documentation and Program teams participated in seminars on corporate social responsibility partnerships, fund raising, theory of change, and the effective use of social media. These seminars were organised by Family Planning Association of India, GlobalGiving, Thomsons Reuters and Tata Institute of Social Sciences (TISS).
- A Human Resource team member participated in a workshop organised by the Bombay Community Public Trust on effective personnel management.
- A group of eight administrative and programme staff members attended three conferences: Kaleidoscope of play in India, Child Rights Research, and Concerted Action on Enhancing Childhood. These conferences were organised by the Association for Early Childhood Education and Development, Intervida and TISS respectively.
- One of our community organisers participated in a one-day workshop on Labour Protection and Migration Services.
- During the months of January and February 2015, various staff members from MMC visited Nagpur, Chennai and Ahmedabad to observe the work of other organisations in the fields of ECCE, migrant construction workers' welfare and advocacy. The visits were a great way of exchanging ideas and deepened our understanding of the challenges faced by vulnerable children across country.



11. Travel

National Travel

Name & Designation	Destination	Purpose	Expenditure
Elsa Varghese, Grants & Communication Officer	Delhi	Summit on Social Media & Online Giving	₹ 9,372.80 in support from GlobalGiving, ₹ 2,361.20 incurred by MMC
Anagha Uplekar, Research & Documentation Officer	Mysore	LanDpost - Swedish Indian International Conference	₹ 418 incurred by MMC
Mugdha Mouje, Programme Coordinator, Pradeep Shinde, Programme Coordinator, Vrushali Naik, Programme Coordinator & Vrushali Pispati, CEO	Nagpur	Exposure visit to local NGOs and organisations working with migrant families	₹ 20,359 in support from The Breadsticks Foundation
Vrushali Naik, Programme Coordinator & Vrushali Pispati, CEO	Chennai	Exposure visit to NGOs & networks working in the field of ECCE	₹ 37,882.36 in support from The Breadsticks Foundation
Mugdha Mouje, Programme Coordinator, Pradeep Shinde, Programme Coordinator, Samar Singh, Assistant Programme Coordinator, Shaila Bhoir, Programme Coordinator & Vrushali Naik, Programme Coordinator	Nagpur	Exposure visit to local NGOs and organisations working with migrant families	₹ 586.18 in support from the Breadsticks Foundation, ₹ 18,128.20 incurred by MMC

National Travel Continued

Name & Designation	Destination	Purpose	Expenditure
Manjula Pawar, Assistant Trainer, Mugdha Mouje, Programme Coordinator, Pooja Sanghavi, Training Coordinator, Shaheen Shaikh, Assistant Trainer, Shaila Bhoir, Programme Coordinator, Vrushali Naik, Programme Coordinator & Vrishali Pispati, CEO	Ahmedabad	Exposure visit to local NGOs and organisations working with migrant families	₹ 43,936.46 in support from the Breadsticks Foundation
Frahinsa Pinto, HR & Admin Manager	Lonavala	Workshop on managing human resources of the organisation	₹ 613 incurred by MMC
Vrushali Naik, Programme Coordinator	Delhi	Forum for Crèche and Childcare Services Meeting	₹ 7,930 incurred by MMC

International Travel

Ms Vrishali Pispati, CEO, attended Ford Motor Company International Fellowship of 92nd Street Y at New York, U.S.A. All the expenses for this visit were borne directly by the fellowship organisers.

12. Governance

Our Board

Name	Age	Position	Occupation	Board Meetings Attendance
Mrs Mrinalini Kochar	82	President	Social Service	5/5
Mrs Nalini Chhugani	77	Secretary	Education Specialist	4/5
Mrs Eva Runganadhan	67	Treasurer	Social Service	4/5
Mr Ashok Mahadevan	66	Director	Journalist	5/5
Mr Raghavan Shastri	62	Director	Corporate Legal Advisor	5/5
Mrs Vaishali Deodhar	58	Director	Social Service	4/5
Mrs Saroj Satija	78	Director	Social Service	4/5
Ms Devika Mahadevan	37	Director	Social Service	1/5

Of the eight Board Members 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 has been made to any director during 2014-15.

Details of Board Meetings

Date	Attendance
May 17 th , 2014	5/8
August 2 nd , 2014	7/8
September 20 th , 2014	6/8
December 13 th , 2014	7/8
March 7 th , 2015	7/8

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

MMC has zero tolerance for sexual harassment at workplace and has adopted a Policy on prevention, prohibition and redressal of sexual harassment at 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 on sexual harassment during the financial year 2014-15.

13. Financials

Detailed Income & Expenditure Account Year Ended 31st March, 2015

PARTICULARS	₹	Year ended 31.03.2015 ₹	Year ended 31.03.2014 ₹
I. Grant and Donations		43,773,152	31,963,590
II. Other Income		4,576,180	4,092,021
TOTAL REVENUE		48,349,332	36,055,611
III. Expenses			
Employee Benefits Expense		24,742,029	17,546,428
Depreciation and Amortisation Expense		828,698	460,210
Other Expenses		17,211,289	13,569,511
TOTAL EXPENSES		42,782,016	31,576,149
IV. Excess of Income over Expenditure before Prior Period Expenses		5,567,317	4,479,462
V. Exceptional Item			
Fixed Assets Written off	191,796		-
Less: Transfer from Equipment Fund Account	189,842	1,954	-
VI. Prior Period Expenses		141,468	-
VII. Excess of Income over Expenditure		5,423,895	

Abridged Balance Sheet as of 31st March, 2015

PARTICULARS	As at 31.03.2015 ₹	As at 31.03.2014 ₹
FUNDS & LIABILITIES		
Corpus and Other Funds	58,171,532	47,878,541
Reserves & Surplus	14,627,643	14,581,047
Current Liabilities		
Short Term Provisions	227,000	–
Other Current Liabilities	5,958,311	12,664,222
TOTAL	78,984,486	75,123,810
APPLICATION OF FUNDS		
1. Non-Current Assets		
<u>Fixed Assets</u>		
Tangible Assets	6,581,440	7,120,409
Intangible Assets	77,979	1,814
Long Term Loans and Advances	1,995,467	1,526,370
2. Current Assets		
Cash and Bank Balances	69,211,853	65,566,466
Short-term Loans and Advances	4,500	12,000
Other Current Assets	1,113,247	896,751
TOTAL	78,984,486	75,123,810

Receipts & Payments 2014-15

RECEIPTS	₹	PAYMENTS	₹
Opening Balance		Fixed Assets	646,135
– Bank	15,515,399	Fixed Assets Acquired Out of Fund	369,497
– Cash	22,705	Investments	40,832,000
Corpus Fund	5,164,388	Current Liabilities	4,210,580
Investments	35,368,522	Admin Exps	1,998,529
Special Purpose Fund	1,126,936	Grant & DSP Admin Exps	2,360,038
Current Liabilities	2,296,833	Grant & DSP Field Exps	28,922,584
Approved Project Grants		Interest W/off	5,795
– Grant (Foreign)	8,335,999	Field Programme	4,744,554
– Grant (Indian)	14,935,793	Foreign Interest Utilised (Bank Charges)	16,720
Donation Received		Foreign Interest Utilised (Salaries)	588,968
– Contractors	9,882,040	Fund Raising	58,803
– Individuals	271,474	Other Current Assets	405,968
– Organisations	482,724	Special Projects	1,244,646
– F.C. Individuals	39,530		
– F.C. Organisations	406,248		
– Special Projects	1,039,580		
Refund of Field Progrm. Exps	12,440		
Refund of Admin Exps	1,762		
Interest Earned	3,405,561		
Other Current Assets	820,134		
Other Income			
– Extension Service	60,000		
– Sundry Income	110,774	Closing Balance	
– Training	32,000	– Bank	13,741,468
Fund Raising	821,325	– Cash	5,882
TOTAL	100,152,167	TOTAL	100,152,167

Legal Advisor

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

Statutory Auditor

- M/S. M. A. Parikh & Co.
Yusuf Building, 43,
M. G. Road, Fort,
Mumbai - 400 001
Registration Number:
107556W

Internal Auditor

- Kalyaniwalla & Mistry,
Chartered Accountants
Kalpataru Heritage,
127 Mahatma Gandhi Road,
Mumbai - 400 001

Practicing Company Secretaries

- M/S. Robert Pavrey and Associates,
Company Secretaries,
4/8, Santacruz Mansions,
2nd Floor,
Santacruz East,
Mumbai - 400 055.
- UCO Bank, Madame Cama Road, Mumbai - 400 039
- ICICI Bank Ltd, Mumbai Fort Branch, Navasari Building, 24 DN Road, Fort, Mumbai - 400 001
- IDBI Bank, IDBI Tower, Ground Floor, Cuffe Parade, Mumbai - 400 005

Bankers

- State Bank of India, Gateway of India Branch, Ramnini, 8 Mandlik Road, Colaba, Mumbai - 400 001
- Standard Chartered Bank, 90, M.G. Road, Mumbai - 400 001
- Bank of Baroda, Esperanca Building, Sahid Bhagat Singh Road, Colaba, Mumbai - 400 039
- Kotak Mahindra Bank, Ground And Mezzanine Floor, Botawala Chambers 2, Sir Pherozshah Mehta Road, Fort, Mumbai - 400 001

Registrations

Mumbai Mobile Creches is registered under:

1. **Section 25** of the Companies Act, 1956; CIN: U80101MH2006NPL164821.
2. **Income Tax Department** under **Section 12A**; Registration number 40472 with effect from 22.09.2006.
3. **Income Tax Department** under **Section 80-G** of the Income Tax Act, 1961, valid till perpetuity; Registration number 80G/2251/2007/2008-09 dated 28.02.2008.
4. **FCRA registration**; Registration number 083781225 dated 25.10.2010.
5. **National CSR Hub** at the TISS, Mumbai; Hub code: A/1/12/08/108
6. **Certificate of Accreditation** on desirable norms by Credibility Alliance for the period of 26.04.2011 to 25.04.2016; Certificate number CA/53/2011

Salaries & Benefits

Annual Salaries & Benefits

Name	Designation	₹
Vrishali Pispati	Chief Executive Officer	727,578
Three Highest Paid Full Time Staff		
Frahinsa Pinto	HR & Admin Manager	472,522
Pradeep Shinde	Project Coordinator	449,830
Asmita Naik – Africawala	Research & Documentation Coordinator	447,999
Lowest Paid Full Time Staff		
Kavita Dhabale	Crèche Teacher	89,725
Highest Paid Part Time Staff		
Vrushali Naik	Programme Coordinator	266,836
Lowest Paid Part Time Staff		
Rajani Kadam	Balwadi Teacher	58,507

Monthly Salaries & Benefits

₹	Men	Women	Total
Less than 5,000	0	0	0
5,000 - 10,000	0	11	11
10,000 - 25,000	8	101	109
Above 25,000	1	14	15

14. Volunteers

Friends of MMC

MMC is very thankful to all the individuals, organisations and corporations who have so wholeheartedly supported us this past year. We are fortunate to have a diverse array of partners contributing to MMC's cause. We greatly value and appreciate the dedicated volunteers of all the ages and backgrounds who enriched our work with their commitment and passion. These volunteers spent their time and energy with us at the centres, participated in fun activities with the children, spent time assisting teachers and supported various teams at the administrative office. Thank you all for being a part of MMC's undertaking to give marginalised children a safe, healthy, educated and, most importantly, a happy childhood.

Social Media

We made efforts to stay connected with our supporters through our strong social media presence. We continually update our Facebook, Google+, and Twitter pages with exciting news from the field.

Like MMC on Facebook:

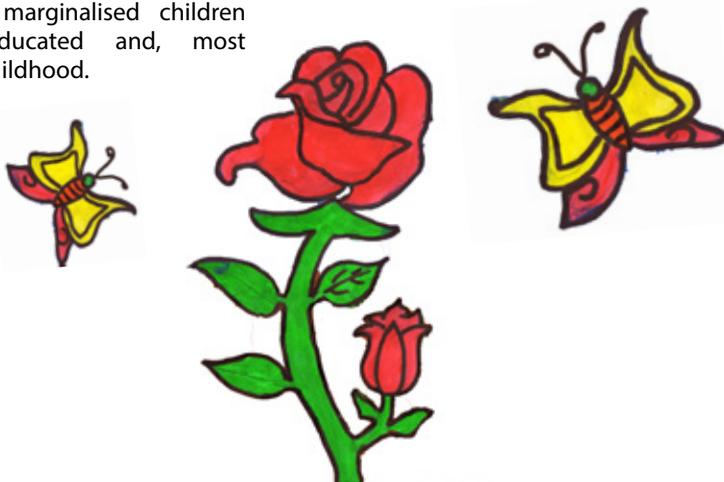
<https://www.facebook.com/MumbaiMobileCreches>

Follow MMC on Google+:

<https://plus.google.com/105303850454532400113/posts>

Follow MMC on Twitter:

https://twitter.com/MMC_NGO



Avery Shares her Experience at MMC

"My experience of volunteering with MMC was a wonderful life experience and truly eye opening. Working in such a friendly and traditional environment gave me a unique experience that I don't think I could get anywhere else, even at other offices in Mumbai. I have never worked with such passionate, hardworking and dedicated individuals... the selfless work the MMC staff does for its beneficiaries is truly one of its kind."

-Avery Jane Cambridge, Columbia University Intern

15. Supporters

Thanks!

- Our Advisory Panel members – Dr. Asha Chakraborty, Mr. Bharat Goyal, Mr. Michael Pinto, Dr. Nilima Mehta, Mr. Pirojshah Godrej, and Mr. Tushar Gandhi who have been a huge support to MMC's mission. We thank them for their invaluable guidance.
- We thank Mr. Anantharaman, Mr. Vineet Dhingra and Mr. Rajat Gupta for consistently supporting the core programmes of MMC over the years through GiveIndia.
- Our interns from Columbia Experience Overseas, Ms. Avery Cambridge and Ms. Chanel Thomas, have helped us develop fundraising and communication materials and extended their support to research and documentation activities. Their contributions are much appreciated.
- Mrs. Alka Deshpande, Ms. Pragna Maniar and Mrs. Rekha Menon have been a huge support for our education programme. We appreciate their dedication towards enriching our programme.
- We extend a special thanks to Mr. Vineet Dhingra, Mr. K.C. Dhingra and Ms. Savita Dhingra for their timely donation towards provision of fresh lime water for our children in the hot summer months.
- Ms. Eva Linz, Premdhara Strom der Liebe e.V. has been a steadfast supporter of our programme. We are pleased to welcome her at our centres on her visits to India. Her insightful feedback about our programme is well appreciated.
- A special thanks to Ms. Kim Murch for her wonderful efforts at fundraising for MMC, Ms. Jenny Roberts for volunteering at our office and our centres, and Ms. Sei Chong for helping us with our communication materials.
- We are grateful to Ms. Luna Kulkarni for her wonderful support in designing MMC's periodic communication materials, and we are grateful for her efforts in spreading MMC's news.
- Our sincere gratitude to Mr. and Mrs. Mariwala for continually supporting our work, advocating on our behalf and contributing to MMC's programme.
- A special thanks to Mr. Nish Bhutani for his incredible efforts in raising funds year on year through the Mumbai Marathon, and setting a higher fundraising goal each year.
- We are grateful to Mrs. Nita Ahluwalia for championing MMC's cause, and continuing to support our work in many ways.
- Our special thanks to Dr. Neerja Takkar for her dedicated support of MMC's health and nutrition programme for children on construction sites. Dr. Takkar has conducted free regular health checkups of our children, parents and staff members and prescribed them the medication they needed. Additionally, she has conducted pro-bono health and hygiene awareness sessions with our teachers.
- We sincerely thank Dr. Paresnath Paul for his unwavering support towards MMC.
- Ms. Tannaz Daver and her son, Zahaan, fundraised for MMC through GlobalGiving on various occasions and helped us in spreading awareness of MMC's cause. A special thanks goes to them.

Thanks!

- We are grateful to The Breadsticks Foundation for their unwavering support towards helping MMC strengthen its programmes to continue to fulfil its mission.
- Our thanks to The American Women's Club for selecting MMC as one of their charity partners at their annual gala, the AWC Bourbon Street Bash.
- We are thankful to the Rotary Club of Bombay Mid-City in association with Schindler India Pvt. Ltd. for supporting us in organising a health camp at one of our centres.
- We thank GiveIndia and Give Foundation for effectively facilitating funding for MMC.
- GlobalGiving has been an effective platform for donors to support MMC's programmes. We thank all donors who donated to MMC via the GlobalGiving website.
- A special thanks to Ms. Padmini Khare Kaicker for lighting our children's Diwali by sponsoring sweets across our centres.
- We are grateful to our corporate partners – DHFL and KPMG in India for running at the Standard Chartered Mumbai Marathon 2015, once again in support of MMC.
- We sincerely thank IL&FS Investment Managers Ltd. for their continual support of MMC's cause over the last five years, and especially this past year for their contribution towards MMC's nutrition programme, and for partially supporting MMC's annual camp for children, children's outings and staff exposure visit.
- We appreciate KPMG in India for their unwavering support towards MMC in numerous ways, and its employees for contributing their valuable time to organise a number of volunteering events and fun outings for our children.
- We thank Reliance Foundation for their support to MMC's education programme through its 'Education For All' initiative, which once again gave our children a delightful opportunity to watch a live IPL Cricket Match in a stadium.
- We sincerely appreciate the continued technical support received from Tata Consultancy Services.
- We thank United World College of South East Asia, Singapore, for their gracious support of MMC's work.
- We are thankful to Mumbai Connexions for their dedicated volunteering at conducting regular English lessons and arranging joyful celebrations on different festivals for our children at five of MMC's centres.
- We thank Verein Mobile Krippen, Freiburg, and Mr. & Mrs. Pankoke for over decades of support to MMC's cause.
- We appreciate Ms. Alison Harpur for supporting our education programmes through Charities Aid Foundation.
- We sincerely thank individuals running the Mumbai Marathon and Footsteps4Good in support of MMC's cause. Their efforts at promoting our cause by proudly wearing our logo and carrying our banners throughout the race, was simply outstanding.

Thanks!

- We wish to thank Mr. V.K. Godbole, Chartered Accountant, our Statutory Auditor for over 30 years for all the support, help & guidance that he has provided to MMC over the years.
- We thank MCHI-CREDAI for giving a day full of excitement and fun of playing cricket to our children during the MCHI Premier League (MPL) II cricket matches.
- We would like to thank Platinum Partners and iProbono for their invaluable legal guidance and support.
- We are grateful to The Central Social Welfare Board for their consistent funding towards MMC's programmes over decades.
- We are truly thankful to Prof. Sangeeta Bagga Gupta, MMC's longstanding friend and supporter, for providing her guidance and support to MMC's research and documentation team.
- We are thankful for the assistance and advice given by M/S Robert Pavrey & Associates, Company Secretaries; M/S Chaitanya Dalal & Co., Chartered Accountants; and M/S. M. A. Parikh & Company, Chartered Accountants for their assistance with accounts and regulatory work.



Donations

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

We are very grateful to the late Rasheid Taleyarkhan for having kindly provided us with the space to conduct an Annual Camp for our children at the beautiful campus of J J Nursing Association for many years. We thank his family for continuing the tradition and enabling us to hold the camp in the same beautiful surroundings last year as well.

Individuals & Others

Aashu Kedia	David Helps	Laura	Rajendra Verma
Aban Ram Sabnani	Dhiren Kapadia	Leena Suresh	Rajiv D. Ohol
Aditi Nadkarni	Dhruv Nilesh Chheda	Libra	Ratan Wadhvani
Alison	Diane Chatterjee	Lorna	Rati Gupta
Alison Harpur	Dolcy D'souza	Manish Mestry	Ravi Kiran
Amanda	Donna	Manjula Pawar	Ravi Kumar
Amba	Durgesh Paliwal	Marie Claude	Rekha Girish Menon
Ameet Pispati	Evening Glory Cooperative	Maulik Shah	Rishikesh Bharti
Amol Sangle	Housing Society Ltd.	Meenakshi Advani	Ruchita Gandhi
Amy	Fathima	Meenal Manikantan	Rukmani Vijay Kumar
Anita Monterio	Ghanashyam Hegde	Mehroo Dara Vasania	S.T. Marker
Anita Pande	Gunther Pankoke	Mrinalini Kochar	Sai Venkateshwaran
Anjali Varma	Hema Nagrajan	Mukesh Waghela	Sameer Naik
Anna	Hubert	N.Vaidheeswaran Iyer	Sanatan
Ansu Rastogi	Iftekar Amars	Nalini Chhugani	Sandeep Vimalchandra Jain
Aparna Thadani	Ishan Nanda	Namitha Karkera	Sandra
Ashok Mahadevan	Jackie	Naresh Chandiramani	Sangeeta
Atsue	Jai Anant Dhingra	Neela Anil Uplekar	Sanjay B.Shinde
Balabhima Anant Kulkarni	Jainendra Varma	Neerja Vijay Takkar	Sanjay Rao
Bas	Janak Madhavdas	Nish Bhutani	Sanjay Sohani
Bob	Jeff	Nita Ahluwalia	Satyendra N. Bhat
Brad	Jenny	Nitesh	Savita Dhingra
Brian	Kaiyomarz Marfatia	Olivia	Shantanu Agrawal
Bridgitte	Kamna Pandey	P. Issac	Shinde
Chandru Ramchandani	Kate	Papri Bhattacharya Pande	Shirley
Coonoor Kripalini Thadani	Kavita Khiara	Pareshnath Paul	Shishir Roplekar
Crystal	Ketan Kulkarni	Pramoda Karkel	Shobha B. Pillai
D. Ramatri S.	Khemchand Dhingra	Puja Amit Dave	Shruti Prakash
Damien	Kitty	Pushpa Rawat	Siddhart Punshi
Danni	Krupa Tanna	R. Manikantan	Song
Danyaal Ahmed	Lakshman Badlani	Radhika Satyen Bhatt	Stephanie

Individuals & Others: Continued

Sushila Kawatkar	Usha Saxena	Vijay Kumar Takkar	Zahra
T. Fortune	V. Bharti	Vineet Dhingra	Zarina Solanki
Tejal	Vandana Prashar	Vivek Sharma	Zenobia Viccaji
Tim Shetty	Vedant Sharma	Wendy	
Timothy	Vijay	Yashoda Vinod Bhat	
Toni	Vijay Kumar Shingrani	Yuri	

Donations & Earmarked Grants: Organisations, Trusts & Foundations

American School of Bombay	Mumbai Connexions
Amrit Vasudeva Trust	Nahalchand Laloochand Pvt. Ltd.
Asha For Education	Owens Corning (India) Pvt. Ltd.
Bhaichand Mehta Foundation	Plan International (India Chapter)
Charities Aid Foundation	Premdhara Strom Der Liebe e.V.
Child Vikaas International	Ramlila Charities
Comic Relief	Sadguru Kamubaba Foundation
Concern India Foundation	Seven Islands Craft Brewery Pvt. Ltd.
First Presbyterian Church	Striders Miles Pvt. Ltd.
Give Foundation	The Bombay Community Public Trust
Give India	The Breadsticks Foundation
Global Giving	The Central Social Welfare Board
Impact Foundation (India)	The Public Charitable Trust
Indian Ladies Club Frankfurt	United Way of Mumbai
Indus International	United World College of South East
Kashinath Charitable Trust	Verein Mobile Krippen Freiburg, Germany
KPMG in India	Vimochana Charitable Trust
MCHI Trust	

Donations & Earmarked Grants: Corporates

Abott India Ltd.	IDBI Bank Ltd.
B. K. Khare & Co.	KPMG In India
BP India Services Pvt. Ltd.	McGraw Hill Financial
Brannigan Relocations Pvt. Ltd.	Metal One Corporation India Pvt. Ltd.
Chevron Phillips Chemicals India Pvt. Ltd.	Mitsubishi Corporation India Pvt. Ltd.
Coface India Credit Management Services Pvt. Ltd.	Reliance Foundation
Cravatex Ltd.	Schindler India Pvt. Ltd.
Dewan Housing Finance Corporation Ltd.	Tata Capital Housing Finance Ltd.
e-Nxt Financials Ltd.	Thomson Reuters
Godrej Properties Ltd.	Western Consolidated Pvt. Ltd.
IL&FS Investment Managers Pvt. Ltd.	

Donations in Kind: Individuals

Asha Gulvedy	Astne	Dr. Jagruti Sanghavi	Jayanti Lal
A. K. Ghosal	Avinash	Dr. M. K. Shukla	Jigna Joshi
A. P. Laxminarayanan	B. Sherki	Dr. Neerja Takkar	Joshi Anthony
Aamra Prabashi	B. R. Bahl	Dr. Pal	Jyoti Jaiswal
Abha	Bandna	Dr. Pareshnath Paul	K. Sharma
Abhijeet Ahluwalia	Bandna Parsher	Dr. Pushpa Jaimalani	Kahjani Mohanty
Aditya	Bhavana Raina	Dr. Shailaja Shukla	Kalindi Vyas
Agastya	Bhavini H Shah	Dr. Shilpa Adakar	Kalpna Srivastava
Ahana	Bindu Nair	Dr. Sumitra Dewani	Kamal Radhakrishnan
Ajay Govind Kalyankar	Brijesh Patel	Durga Daya Prakash	Kamini Kaushik
Akansha Srivastava	Brijmohan Bahl	Ekta	Karan Marfatia
Akhil Ramesh Acharya	Capt. Jeevanchandra Bhatt	Ekta Talwar	Karishama
Akhilesh Pillai	Chayya Kunder	Esther PremKumar	Kartik Gurumurthy
Akshay	Chetan Jain	Farnaza Governor	Kaushalya Subramaniam
Aman Talwar	Chhaya Meher	Francis	Kaushik
Amit Oberoi	D. Ramakrishnan	Frank Baitan	Kaushlya Devi
Amit Sadhwami	D. Shailja Sukla	G. Kaur	Kaveri Goswami
Amol Sangle	Daksh Paul	G. Amar	Kavita Daoja
Anil Verma	Danish Shetty	G. Sandhya Rani	Kavita Kadam
Anita Pandey	Dee Bender	Gauri Iyer	Kavita Marwah
Anita Singh	Deep Sharma	Gauri Pokharangal	Kavita Pandya
Anjali	Deepa Kochhar	Gautam Jhunjhunwala	Keshav Bhatt
Anjali Barlur	Deepak Khandelwal	Geeta Tyagi	Keshav Tejuja
Anju Bahad	Deepak Matta	Geeta Yagnik	Ketna Shetty
Ankit Kumar	Devika Mahadevan	Geetika Bhatt	Khushi
Ankit Shah	Dhruv N. Chheda	Geetu	Kim Murch
Anna Panandiker	Dhruv Seth	Gen. S.K. Sur	Kinnari Mehta
Anubhas	Dikhsha Das	H. G. Jairam	Kiran Dewan
Anuradha Joshi	Diksha Phatak	Hajjwala Rodricks	Kiran Jhingram
Anuradha Shanmugam	Dimpy Mann	Hardik Parmar	Kirti Arora
Anusha Jhunjunwala	Dinesh Chawla	Heena Chawla	Kiyaara More
Apoorva R	Dinesh Laxmi	Hema Nagrajan	Krishna
Aradhana Sharma	Dipesh Patil	Himani	Krishnada Menon
Arti Heggannawa	Dipti Bishit	Iftekhhar Amari	Krishnakumari Shanmugam
Arti Rajesh	Dipti Vaidya	Indra	Kritika
Arti Vakil	Disha	Isha Rawat	Lachmandas Matta
Aruna Mull	Divya Mathur	Ishista	L. Rajgopalnan
Aryaman Suri	Divyaa Rana	J. N. Thakur	Lata Verma
Asha Arya	Dolly Raja Peter	Jagdish Agarwal	Late Smt. Bhagwanti Ahuja
Asha Matta	Dr. Alok Verma	Jahangir Motivana	Laxmi Acharya
Ashwini Nagarkar	Dr. Amal Ghosal	Jatindra Kaur	Lovashi Shukla
Asmita Chaudhary	Dr. Divya Turakhia	Jayaben Panchal	M. Meenal

Donations in Kind: Individuals Continued

M. S. Venkateswaran	Neelam Abbi	Prita Pant	Rishikesh Bharti
Maanya	Neelam Manchanda	Priti Satu	Ritu Mathur
Madhu	Neera Jain	Priya Joshi	Rohit Kamble
Madhu Bhawaji	Neeraj Kulshrestha	Priya Rammohan	Rohit Srivastava
Madhu Kumar	Neeta Girdhani	Priyanka	Roli Gupta
Madhu Mistry	Neha	Prof. Khanna	Ruchi Gupta
Madhu Singh	Neha Jain	Puja Ahuja	Ruchi Shah
Madhuri Parthasarathy	Nidhi	Purnima	Runa
Mahesh Sankalp	Nikhil Reddy	Pushpa Gupta	Rupali Bhuva
Mahima	Nikita Dadwani	Pushpa Rawat	S. Abbi
Malani Kumar	Nilu Agarwal	Pushplata Suryavanshi	S. Bhatia
Manoj Yadav	Nimesh Marfatia	R. S. Madireddy	Sachin Deshmukh
Master Akhil Ramesh	Nimish Hadkar	Radha Gupta	Sachin Jain
Acharaya	Nimisha Borai	Radha Soamni	Sachin Malik
Mathur	Nirav Dinesh Shah	Radhika Kaushik	Sahil Agarwal
Mawguan	Nishit Pachigar	Radhika Singh	Sajid
Maya Puri	Niti Mathur	Radhika Ullengal	Sakshi Salvi
Mayank Ganreja	Nitin	Rajan Arora	Salonee Kapil Rangras
Mayur Gajaria	Nivita Biju	Rajashree Joshi	Samiksha Samit Chaudhary
Meena Bathija	Noti Methew	Rajat	Samina Vazuralli
Meenakshi Goyal	P. N. Pargaonkar	Rajat Jain	Samira
Megha Malik	P. Sunthar	Rajendra Sushma Verma	Sangeeta Bhansali
Meghana Satish Jaitpal	Pallavi	Rajesh Sharma	Sanjay Kaushik
Meghna Rajendra Takkar	Pallavi Deshmukh	Rajini Mittal	Sanjay Nawander
Meha Agarwal	Papri Bhattarchaya Pandey	Rajini Nagraj	Sanjay Rathod
Mehar Seghal	Parmeshwar	Rajiv Menon	Sanju Rohira
Miyal Phatak	Parul Gupta	Rajnikant Dhorajia	Santhy Viswanath
Mohini Shanbhag	Pawandeep Singh	Rakesh Menrh	Santosh Khandelwal
Motiram Ahuja	Pooja Meena	Ramadhama	Sara Fisher
Mrinmoyee Kulkarni	Poonam Sudesh	Ramkrishna Ujenkar	Sarauya C
Mrs. Basu	Prabhadevi Savashi	Rani Matta	Satish Pantankar
Mrs. Oberoi	Prabhawati Khatal	Ranjita Deo	Saya Gupta
Mukta	Prachi	Rashmi Chaturani	Seema Ransan
Mukta Krishna	Prachi Dutta	Ratan Kumar	Shaid Sheikh
N. K. Tyagi	Pradeep G Nair	Ravee Datta	Shaila Srinivasan
Nagmana Sequeira	Praksha Dewani	Ravi Shankar	Shailja Shukla
Namrata Vasant Patil	Pranotee	Ravinder Singh	Shalini Sagar
Nandita Damle	Pratichi Shubha	Ravinder Talwar	Shalini Tyagi
Nandita Rawat	Prawish Ray	Rebicca D'souza	Shankar Raman
Naresh Chandramani	Preetha Krishnan	Reetu Mathur	Shanti Agarwal
Nargis Sheikh	Prema Nair	Renu Tibrewal	Shazia
Narin Mehta	Perna Raichar	Riddhi & Group	Sheela Pillai
Navin Agarwal	Pernam Arva	Rishi Harsh Munim	Sheetal Magon

Donations in Kind: Individuals Continued

Shikha Lamb	Sonia Sadat	Sushma Thorat	Vasant Patil
Shipra Gupta	Sonia Thakurani	Swaran Sood	Veronica Mascarenhas
Shirley Breg	Souja Ramadhawai	Swaroop Sood	Vidhi Mehta
Shivakumar Somalinga	Soumya Bagchi	Swati Amre	Vijay Bahia
Shivankit Shre	Soumya Sailan	T. Padmata	Vijay Kumar Srinivasan
Shobha	Subhadi Seth	Tanvi Seth	Vijay Trivedi
Shobha B Pillai	Suman Manjerkar	Tanya	Vijay Vaid
Shobha Chandak	Suman Raheja	Tanya Punjabi	Vijaya
Shobha Dhoot	Suman Soni	Tanya Rohra	Vijaya Kulkarni
Shritika Srivastava	Sumit Sen	Tarun Haritara	Vikas Gupta
Shuchi Mathur	Sumit Sethi	Tikshika Tdia	Vinod Kumar V
Siddartha Gordal	Suneeta	Triveni Thakker	Vipin Ram Rajbhar
Siddharth Kirloskar	Suneeta Bhatt	Trupti Nayak	Vishav Mann
Siddharth Kotwal	Sunita	Uma Dadeja	Yamini Dhanak
Simit Thakre	Sunita Manjari Dash	Usha	Yashraj Singh Reklu
Sita Pherwani	Sunny Mahor Khohari	Vaandha Soni	Yogesh Chavan
Smt. Bhawanti Ahuja	Sunny & Manav	Vaibhav	Zarina Solanki
Sonal and Pamal	Supratik Chakraborty	Vaishali Thakkar	
Sonal Chinoy	Supriya Korgaonkar	Vaivhavi Sachin Bhashali	
Soni Suri	Sureeti Prakash	Vandana Soni	

Donations in Kind: Corporates & Others

Batra Group	Nahar Ladies Cultural Group
Bharat Petroleum	Nomura Services India Pvt. Ltd.
Chandraprabha Group	Pawan Public School
DHFL	Renaissance Mumbai Convention Centre Hotel
Edelweiss Financial Advisors Ltd.	Rotary Club of Bombay Mid-City
Fundtech India Ltd.	Rotary Club of Navi Mumbai Sunrise
Gurukul School	Rustomjee International School
Harmony CHS	Siddhivinayak Infrastructure
Hershey's India Pvt. Ltd.	Syntel Ltd
Inner Wheel Club of Bombay Bayview	Teradata India Pvt Ltd
KPMG in India	Vistas Women Association
Larsen & Toubro	Vriksha Child Development Centre
Magic Bus	Wishing Well
Mumbai Connexions	

16. Centres Operated

Names & Addresses of Centres Run

April 2014 to March 2015

MMC Day Care Centres on Construction Sites

- H.C.C., Hiranandani Gardens, next to Hakone Amusement Park, near Powai Plaza (opp. Pizza Hut), Central Avenue, Hiranandani Gardens, Powai, Mumbai - 400 076.
- Raheja Vihar, opp. Chandivali Studio, Farm Road, next to Bombay Scottish School, Chandivali, Mumbai - 400 072.
- Hiranandani Estate, Patlipada, Ghodbunder Road, Thane West - 400 607.
- K. Raheja Corp., Hindoostan Weaving & Spinning Mill, Jacob Circle, Agripada, Mahalaxmi East, Mumbai - 400 011.
- B. G. Shirke Construction, Pratiksha Nagar, near Pratiksha Nagar Bus Depot, Sion (West), Mumbai - 400 022.
- Nahar Amrit Shakti, next to Callalily Building, Chandivali, Andheri East, Mumbai - 400 072.
- Rustomjee Evershine Global City, Narangi Bypass Road, Labour Camp, Virar West, Thane - 401 303.
- K. Raheja Corp., Serene Properties Pvt. Ltd. SEZ, Mindspace, KTTC Industrial Area, Plot No.3, Thane-Belapur Road, opp. Airoli Station East, Navi Mumbai - 400 708.
- K. Raheja Corp., Airport Road, Sahar, Andheri East, Mumbai - 400 099.
- B. G. Shirke Constructions, MHADA Tunga Powai Project, opp. Powai Lake, Powai, Mumbai - 400 076.
- Talib & Shamsi, Lemon Tree Project, Lokhandwala Township, Kandivali East, Mumbai - 401 303.
- Neptune Swarajya, Ambivali West, Kalyan, Thane - 402 102.
- IIT Powai, Lakeside Community Hall, Powai, Mumbai - 400 076.
- 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 - 400 069.
- CIDCO / B. G. Shirke Constructions, Kharghar Sector 36, near Central Jail, Taloja, Navi Mumbai - 410 208.
- B. G. Shirke Constructions, near Sahayog Hospital, behind MGM School, near Yashwant Nagar, Virar West, Thane - 401 303.
- Bhakti Park, Anik Development Corporation, Mount Everest Building, 1st Floor, B-wing, near Imax Theatre, Wadala, Mumbai - 400 037.
- Patlipada - II, Hiranandani Estate, opp. Roda's Building, Khaadi site Labour Camp, Patlipada, off Ghodbunder Road, Thane West - 400 607.
- Dosti Imperia, opp. R Mall, Manpada, Ghodbunder Road, Thane West - 400 607.
- CIDCO / B. G. Shirke Constructions, Kharghar Sector 15, near Vaastu Vihar Complex, Navi Mumbai - 410 210.

MMC Day Care Centres on Construction Sites *Continued*

- Dudhwala Group of Companies, opp. Orchid City Centre Mall, near Anjuman High School, Bellasis Road, Mumbai Central, Mumbai - 400 008.
- Airoli-Patni, Gigaplex Estate Pvt. Ltd., Plot No. IT-C Industrial Area, Airoli Knowledge Park, MIDC, Navi Mumbai - 400 708.
- B. G. Shirke Constructions, PMG Colony, near Mohite-Patil School, next to Ashiyana Building, Ambedkar Nagar, Sant Rohidas Marg, Sion-Panvel Highway, Mankhurd West, Mumbai – 400 088.
- B. G. Shirke Constructions, Sankraman Shibir (Transit Camp), Building No. 6-1, Ground Floor, opp. Building No. 126, near Jay Ganesh Mitra Mandal, Kannamwar Nagar-2, Vikhroli East, Mumbai - 400 083.

Care on Wheels – Mobile Bus Sites

- Shirke Labour Camp, opp. Bldg 11, Sankalp Sindh Complex, Gate No. 4, Sangharsh Nagar, Chandivali, Mumbai - 400 072.
- Nahar Labour Camp, opp. Nahar Medical Centre, near D Mart Store, Nahar Amrit Shakti, Chandivali Farm Road, Andheri (East), Mumbai - 400 069.

Builder Managed Child Care Centre

- Tirumala Habitat (by Transcon Builders), near Kelkar Co., Balrajeshwar Marg, Mulund West, Mumbai - 400 080.
- Runwal Anthurium (By M. J. Constructions), Runwal Builder, Veena Nagar, Lalbahaddur Marg, Mulund West, Mumbai - 400 081.
- HDIL Majestic Towers, (by K. J. Infrastructure), Subhash Nagar, Nahur West, Mumbai - 400 078.
- Eco Greens, opp. Devulwadi Village, Murbad Road, Karjat East, Raigad - 410 201.
- Arkade Arts, Vinay Nagar, near RNA Viva site, Mira Road East, Thane - 401 107.

Special projects – Day Care Centres

- Room No. 481, Darga Rd., Khindipada, Bhandup Complex, Mulund West, Mumbai - 400 080.
- Room No. 49, Korba Mithaghar, Ramamata Wadi, opp. Wadala Police Chowki, Wadala East, Mumbai - 400 037.
- BPCL, Mahul, near Servants' Quarters, Mahul, Chembur, Mumbai - 400 074.
- Mahendra Gharat Veetbhatti, Sector 36, Kharghar, Navi Mumbai - 410 210.
- Dwarkanath Patil Veetbhatti, Sector 36, Kharghar, Navi Mumbai - 410 210.



MUMBAI MOBILE CRECHES

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

contact@mmcmil.org.in | 022-22020869 / 22020879

www.mumbaimobilecreches.org

Registered under Section 25 of the Companies Act 1956;

CIN: U80101MH2006NPL164821