

Centre for Youth Development & Activities

ANNUAL REPORT 2022 – 2023



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GLOSSARY

CYDA - Centre for Youth Development & Activities

WASH - Wash Sanitation & Hygiene

CRC - Community Resource Centre

YRC - Youth Resource Centre

TARANG - Talking to Adolescents on Reproductive Health & Gender

STEM - Science, Technology, Engineering, Mathematics

BLG - Bridging the Learning Gap

BDO - Block Development Officer

BEO – Block Educational Officer

SDG - Sustainable Development Goals

Y4C - Youth4Change

NTL - Non-Traditional Livelihood

LGBTQIA + - Lesbian, Gay, Bisexual, Transgender, Queer

BOCW - Building and other Construction Workers

NGO - Non-Governmental Organization

CSR - Corporate Social Responsibility

O & M – Operation & Maintenance

I. ABOUT CYDA:

Centre for Youth Development and Activities (CYDA) is a voluntary organization registered under Society Registration Act 1860 in the year 1999. CYDA's work focuses on young people between 13 years to 29 years to empower them and in turn contribute towards improving the lives of those marginalized in society, especially adopting a rights development approach. The underlying premise on which CYDA works is the belief that 'youth' are a potential force, who, if mobilized and channelized in the right manner and invested in, could serve as agents of social change and transformation.

Vision:

To create an enabling environment in society for young people to grow as responsible and independent adults. Once they are developed, they will support the nation building processes in and around them.

Mission:

Building capacities of young people and its stakeholders towards growing up needs of adolescents and youth by supporting policy and program changes.

Collective action towards realization of rights of young people as well as other marginalized sections in society.

Today CYDA is an organization led by the young people from different languages, cultures, education and religions representing different parts of India focusing on core principles of Gender Equity, Human Rights, Plurality, Participation, Accountability and transparency. The year 2021- 2022 also marked an important milestone for CYDA which continued its work and stepped into one more year of its enduring life.

CYDA is working in the states of Chhattisgarh, Madhya Pradesh, Maharashtra, and Kerala for the upliftment of marginalized and underprivileged sections of society with the special focus on youth. The organization implements various activities under different thematic areas to address the diverse needs of these communities.

II. CYDA THEMATIC AREAS

CYDA is in the fourth year of its 4th Strategy Plan implementation. CYDA has been focusing on 5 major thematic areas.

- a. Education & Skilling
- b. Youth Engagement, Leadership & Innovation
- c. Inclusion
- d. Disaster Response Program
- e. Community Development



1) Education & Skilling

CYDA's commitment to education as a fundamental right is evident in its multifaceted approach. The organization's initiatives span Remedial Education, Life Skills Education, Digital Literacy, Spoken English, Career Guidance, Bridging the Learning Gap, and STEM education. These efforts are strategically designed to cater to diverse learner needs, aiming to empower individuals for a dynamic future.

In the past year, CYDA has demonstrated impactful contributions, with tangible results reflecting their dedication. The STEM education program has notably catalyzed transformative learning experiences, and Community Resource Centers (CRCs) have emerged as pivotal hubs for community empowerment. These achievements highlight CYDA's unwavering commitment to shaping a future where education is not just a tool but a catalyst for holistic societal development

1.1 Community Resource Centre: Introduction of CRC

CYDA's Community Resource Centers (CRCs) in Pune and Sinnar are dynamically tailored platform meeting the unique needs of adolescents. These centers are designed for accessibility and operational flexibility, and act as catalysts for personal growth and

community impact. CYDA's CRCs aim to provide accessible and inclusive spaces for youth development, empowering adolescents through the stages of "Involve, Inspire, and Initiate."

In the realm of academic empowerment, the CRCs bridge gaps through applied remedial education for 8th to 10th-grade students, resulting in successful interventions in mathematics and science. Digital Literacy programs impart fundamental and advanced computer skills to 259 adolescents, applied in school projects and online platform. Life Skills Education, facilitated through the TARANG workshop, covers communication, leadership, and sex education, promoting a comprehensive approach that enhances social responsibility and teamwork.



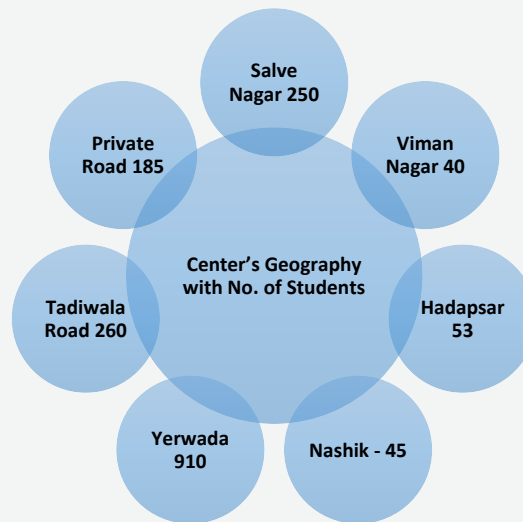
In the sporting arena, CRCs provide platforms for talent nurturing, leading to notable achievements where four adolescents excelled in kabaddi and taekwondo, securing sports internships. Exposure visits yield achievements such as a "Special Category Award" at the 6th YESummit and impactful projects like "Surakshit Slum Surakshit Hum."

"Speak Up - Chai Pe Charcha" sessions witnessed active participation from 45 adolescents, contributing to environmental awareness through the "Dogri Satva" identity. Civic Responsibility Celebrations witnessed the active involvement of over 1700 participants in community-oriented projects during various occasions. More than 110 people actively took part in various workshops focused on theater, music, dance, and martial arts. These workshops had a lasting impact, especially during events like the "Joy of Giving Week."

The impact of CYDA's CRCs is substantial, with 72 students excelling in 10th and 12th grades academically, 455 adolescents gaining insights into career choices, and skill development evident in areas such as sports, digital literacy, and life skills. Over 1700 adolescents showcase their talents during civic responsibility events, fostering a sense of community engagement.

In terms of innovations and achievements, CRCs have successfully expanded to three new locations in Pune and one in Sinnar. Recognition at the 6th YESummit for young entrepreneurs, innovative projects like "Surakshit Slum Surakshit Hum" and "Dogri Satva,"

and impactful events like "Ghar ka Kaam sab ka Kaam" and "Joy of Giving Week" underscore the transformative journey these centers provide for adolescents.



Voice from Ground

Seventeen-year-old Shraddha Shirsath resides with her mother and younger sister in Vanaapas Chowk, Tadiwala Road. Currently pursuing her education in the 11th grade at Nowrosjee Wadia College, Shraddha, known for her quiet and calm demeanor, takes her time to connect with others due to a lack of confidence. In 2021, she became a part of the Community Resource Centre.

Expressing her transformation, Shraddha emphatically states, "I find solace in the CRC, where peers and mentors move freely, creating an environment conducive to adolescents like me. Through life skills sessions, I've learned effective communication, gained insights into personality development, and enhanced my knowledge about health. These skills have become integral to my daily life." Notably, she achieved a remarkable 82% in grade 10.

Shraddha proudly participates in the Avaaz Hamari Campaign and attributes her positive change to the guidance, confidence, and support provided by CYDA through the CRC. She aspires to pay it forward by opening similar centers in her community to assist fellow students, showcasing the profound impact of CYDA's initiatives.

1.2 Bridging the Learning Gap

In the transformative journey of the 2022-2023 academic year, CYDA emerged triumphant in the "Bridging the Learning Gap of Primary School Children" initiative, achieving project goals and setting the stage for a remarkable expansion into Indapur in 2022. With a focus on 1st to 4th-grade students, particularly those facing academic challenges, the initiative reached to 51 ZP schools, positively impacting 102 teachers, 2200 students, and 451 parents.

The heart of this success lies in the BLG program, which addressed a critical need for foundational literacy and numeracy skills. A baseline survey of 1867 students revealed the necessity for additional support, leading CYDA and ZP school teachers to collaboratively

develop and distribute impactful learning modules. Named "सहज सोपे गणित," "सहज सोपे इंग्रजी," and "वाचन लेखन करुयात," these modules fortified fundamental concepts, leading to significant improvements.

Program impact extended beyond the classroom through strategic interventions. Capacity-building workshops empowered 102 teachers with innovative teaching methods, enhancing student participation. Parental support is given under the program as 451 parents actively involved, created a conducive home learning environment. Four BLG project staff members underwent training & capacity building workshop, ensuring effective program implementation.



The results speak volumes, with a commendable 69% improvement in reading and writing skills observed during CYDA's intervention. This success earned accolades, with well-deserved certificates presented to teachers, and recognition from BDO, BEO, Cluster Incharges, and School authorities. The BLG initiative stands as a beacon of positive change, emphasizing the significance of bridging educational gaps for a brighter future

1.3 Promoting learning interest through STEM

In the academic year 2022-2023, CYDA's STEM program made a resounding impact, reaching 4,500 students (grades 5-7) in Pune and Nasik across 15 PMC schools and 5 CRCs.

The program, with its hands-on learning approach, included enlightening career talks for 268 students, ensuring they were equipped with valuable insights. Teacher training workshops were conducted, enhancing the educational landscape by empowering educators with the necessary skills. The distribution of "Jignayasa peti" in five schools further enriched the learning environment.

Notably, the 'Magic in Science' component of the program dispelled myths and kindled a scientific temperament among 563 students. Real-world connections were forged through exposure visits to science parks in Pune, Mumbai, and Nasik, providing students with a tangible understanding of STEM fields.



CYDA's STEM initiative successfully achieved its goals, empowering 4,500 students to realize their potential in crucial STEM fields. The program's innovations and achievements

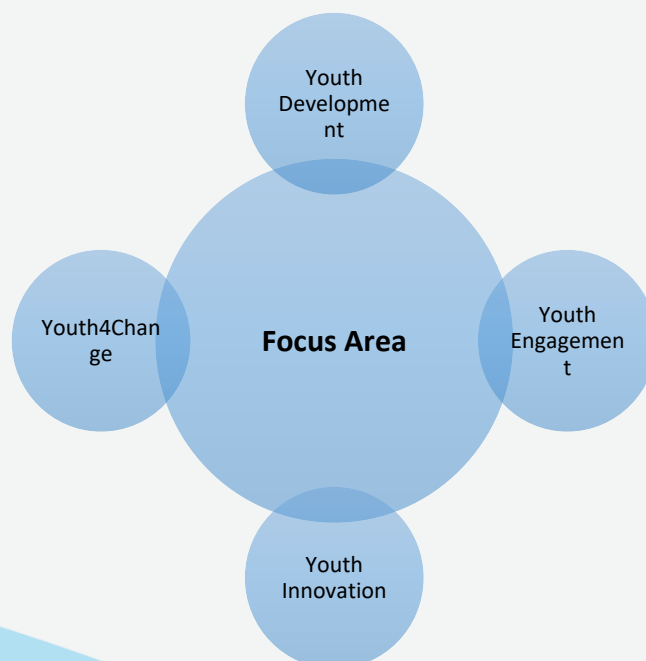
underscored its impact, showcasing the organization's dedication to bridging educational gaps and fostering a passion for science and technology among the next generation.



2 YOUTH ENGAGEMENT, LEADERSHIP & INNOVATION

2.1 Youth Resource Centre

The Youth Resource Centre (YRC) established by CYDA in 1999 has emerged as a vital initiative, focusing on the holistic development of youth aged 16 to 24. Operating in Pune, YRC offers a range of programs, from youth4change to leadership, internships, exposure visits, and capacity-building initiatives. Aligned with Sustainable Development Goals (SDGs), YRC addresses pressing issues such as identity-based exclusion, citizenship, SRHR (Sexual and reproductive health and rights), and psycho-social well-being. Over the years, the center has



facilitated various activities, including remedial classes, spoken English, digital literacy, life skills education, career counseling, workshops, and sports. Notably, 350 youth have significantly improved their communication and interpersonal skills, demonstrating the center's impact on fostering confidence and independent thinking. CYDA's YRC places a strong emphasis on youth engagement, following a three-stage model of Involve, Inspire, and Initiate. The past year witnessed impactful initiatives, including capacity-building workshops empowering 33 youth, discussions on the National Youth Policy engaging 106 youth, and interactions with the organization's founder providing insights into dedication and sacrifice. Noteworthy events such as International Youth Day, exposure visits, and residential camps have actively involved and empowered youth, with 10 core members participating in a national peace camp. Collaborations with institutions like RTO for helmet safety education and active participation in social causes, such as LGBTIQ+ Pride Walk and World Environment Day Plogathon, reflect the commitment to positive societal impact.



A notable extension of CYDA's initiatives is the Avaaz Hamari campaign, launched on August 1, 2022. Specifically designed for vulnerable adolescents and young people in Pune's urban slums, this campaign empowered 103 girls aged 15 to 21 to voice their concerns on education, health, safety, and discrimination. The campaign fostered digital literacy, with 60 girls enhancing their MS Office skills, and 35 actively participating in capacity-building workshops addressing women's laws and advocating for girls' rights. The transformative impact is evident in achievements such as three girls selected for the GYON - Youth Innovation Fund Project and Muskan Ansari being felicitated as the Best Achiever of the Year.



Addressing the plight of women within communities, especially in the context of escalating issues like crime, addiction, violence, and illiteracy, CYDA initiated the "Surakshit Slum Surakshit Hum" project in Yerawda, Pune. Engaging 28 girls, the project involved group formation, orientation sessions, identification of unsafe locations, and awareness creation within the community. This grassroots initiative not only addresses immediate concerns but lays the groundwork for sustained change in creating a safer and more inclusive environment for women.

Recognizing the pressing social challenges faced by the Yerwada community, CYDA launched the transformative initiative "Mission Yerwada" to address children under 18 engaging in criminal activities. With objectives focused on reintegrating youth into mainstream society and collaborating with law enforcement, the project identified 50 children in conflict with the law. The mission underscores CYDA's commitment to proactive community engagement, offering targeted support and guidance to break the cycle of youth crime.

In response to the shadow of crime disproportionately affecting youth in the Yerwada community, CYDA initiated the "Reaching to Unreached" program under the umbrella of "Voice of Boyz." Recognizing the potential of these vulnerable youths, the program focuses on providing skills, knowledge, and opportunities, engaging a dedicated group of 10 youths. Presently, the program has identified and engaged with 20 children, aiming to empower them to break free from the cycles of crime and fulfill their potential in a supportive environment.

CYDA's YRC and its associated initiatives stand as beacons of empowerment, actively engaging youth, addressing vulnerabilities, and creating transformative impacts in communities. The commitment to holistic development, proactive community engagement, and innovative approaches make CYDA's initiatives not only impactful but also exemplary in fostering positive change.





Voice from Ground

In the vibrant community of Laxmi Nagar, Yerwada, resides a courageous seventeen-year-old, Priya Ganesh Khadka, navigating her 11th-grade studies amidst a family of five. The responsibility of providing for the family rests on her mother, Kamala Khadka, who diligently works as a housekeeper at an IT Company. The family's journey has been marked by resilience, with Priya's father passing away when she was quite young. Priya, an integral part of the Youth Resource Centre (YRC) for the past two years, has undergone a remarkable transformation. Initially grappling with expressing herself and assuming responsibilities, she has evolved into a dynamic individual. While her academic performance was average, bringing confusion and stress about her future, her participation in Avaaz Hamari proved to be a turning point.

Avaaz Hamari, with its empowering ethos, instilled in Priya the realization that academic grades should not define one's worth or success. The program became a catalyst for building confidence, enhancing leadership, and honing communication skills. Priya's perspective on herself and her career underwent a profound shift, fostering clarity and focus.

The culmination of this transformative journey led to Priya's selection in the core team of Avaaz Hamari's initiative, "Creating Unsafe Places Safe," aptly named "Surakshit Slum Surakshit Hum." Now fueled by the ambition to work for society and drive positive change, Priya stands as a testament to the impact that empowerment programs can have on reshaping lives.

Priya's story reflects the essence of resilience, determination, and the unwavering spirit to transcend limitations, emphasizing that success is not confined to academic grades but is a dynamic journey of self-discovery and empowerment.

2.2 Youth4Change

CYDA's Youth4Change initiative operates on the "Inspire, Involve & Initiate" framework, leaving an indelible impact on over 50,000 young individuals. Through subject-based training, counseling, ideology development, and work experience opportunities, the program stands out for its holistic approach. Noteworthy achievements include the active participation of 72 youth from Yerwada, Tadiwala Road, and Salve Nagar communities in various events, leading to the formation of 11 youth groups in six communities and five colleges.

The initiative's core leaders received valuable exposure through capacity-building workshops and visits, enhancing their project leadership skills. CYDA's representation at international, national, and state-level conferences such as National Peace Camp (Rajasthan), Global Opportunity Youth Network (Bogota, Colombia), International Peace Conference (Delhi) by 20 youth members solidified collaborations, resulting in Memoranda of Understanding with two colleges (Nowrosjee Wadia College & Poona College) and one international organization (Global Peace Foundation, Delhi). The youth also spearheaded two social innovation programs, addressing prevalent societal issues.

A standout outcome is the emergence of 75 YUVAMITRAs as change-makers, actively contributing to positive transformations within their communities. CYDA's overall learnings emphasize the impact of opportunities on youth development, the need for innovative adaptation, and the significance of properly channeling youth potential towards responsible citizenship. Exposure visits and platforms play a crucial role in enhancing youth vision, while engagement in constructive activities is crucial to preventing destructive paths.

The initiative also recognizes the importance of emotional considerations, highlighting love, friendship, and attraction as significant emotions in youth, necessitating careful preservation of mental well-being. A sense of responsibility, proper guidance, and trust are identified as key motivators that inspire youth to fulfill their potential. Additionally, CYDA advocates for binding youth with diverse thoughts and opinions to common goals, reforming traditional tools when working with them.

In essence, CYDA's journey with the Youth4Change initiative exemplifies the organization's unwavering commitment to nurturing empowered, responsible, and visionary youth, who, with common goals and diverse perspectives, contribute meaningfully to society.

3 INCLUSION

3.1 Non-Traditional Livelihood:

Non-Traditional Livelihood (NTL) emerges as a crucial solution in the Indian context, where gender inequality persists, and discriminatory practices against girls are deeply ingrained. In response to societal challenges, CYDA's key initiatives have become a beacon for change. The Community Awareness Campaigns reached 2,965 individuals and 10 schools, making significant inroads into areas like Private Road, Tadiwadla, Yerwada, and Wadgoan Sheri in PMC/PCMC.

With a clear objective to combat gender stereotypes, 364 young girls and women aged 18 to 35 enrolled in NTL orientation and Soft Skills Training. Breakthroughs were achieved as 261 women, guided by their interests, defied societal norms to embrace diverse hard skills like Petrol Pump Attendance, Security Guard Assistance, Computer Operation, Accounting, and Automobile and Mobile Repairing. Notably, 95 of these women are actively contributing to



various non-traditional trades, earning between ₹10,000 to ₹15,000 per month

The impact of these initiatives extends beyond economic parameters. Women's confidence surged, influencing household decisions and making them sought-after voices in financial matters. This paradigm shift resulted in increased market revenue, underscoring the substantial economic contribution of women in non-traditional livelihoods. Moreover, NTL empowered women to earn a "livelihood with dignity," fostering their economic and social empowerment.

CYDA's innovative approach to NTL has transformed these initiatives into agents of societal change. These women, once confined by traditional norms, are now inspiring role models challenging gender expectations. The transformative impact is palpable as they break barriers and reshape perceptions in their communities. CYDA's NTL initiatives not only address economic disparities but also contribute significantly to the larger goal of fostering gender equality and societal development.



Women Advisory Council

In the forefront of the global problem for gender equity, CYDA's Women Advisory Council (WAC) stands out as a pioneering force. Established on October 31st 2022, WAC embodies CYDA's commitment to recognizing and resolving gender-based challenges, particularly within the Non-Traditional Livelihood (NTL) program. Its collaborative network of 19 members from like-minded NGOs including TATA Strive, HOPE, and Streewani ensures diverse perspectives and resources are leveraged, allowing for strategic solutions to the unique obstacles faced by women in unconventional work sectors. With a strategic focus on NTL, active engagement in comprehensive strategy development, and a commitment to inclusivity and regional policy



alignment, WAC represents a transformative initiative. This groundbreaking initiative goes beyond symbolism, actively creating a platform for collaborative efforts and shared experiences. The Women Advisory Council's formation signifies a pivotal step toward collective advocacy and empowerment, fostering a supportive community for women breaking gender barriers in non-traditional livelihoods.

3.2 Promoting the rights of LGBTQIA+ Community

Amidst the challenges posed by the COVID-19 era, CYDA, recognized the heightened issues faced by the LGBTQIA+ community and took proactive steps to address their unique needs. In 2022, CYDA established the Inclusion Unit, dedicated to focusing on the provision of basic fundamental rights and supporting individuals within the LGBTQIA+ community in leading dignified lives. This unit became a pivotal aspect of CYDA's comprehensive approach, integrating with the organization's initiatives to promote awareness, foster inclusive spaces like Rainbow Katta, and empower economic growth through the Entrepreneurship Development Program. The Inclusion Unit, born out of a deep understanding of the struggles faced during the pandemic, exemplifies CYDA's commitment to creating a positive impact on the lives of the LGBTQIA+ community by ensuring their rights and dignity are at the forefront of the organization's mission.

Voice from Ground

You have the freedom to be yourself here and now nothing can stand in your way!

In Vadgaonsheri, 29-year-old Seema Pardeshi found herself grappling with the challenges of the post-COVID period. Increased inflation, her mother's deteriorating health, and the family's financial needs made life difficult for Seema. Seeking help from her uncle, the limited earnings proved insufficient to support her, leading to joblessness and eventual depression. As the need for money grew to sustain her mother's illness, Seema faced increasing desperation.

In her quest for employment, Seema encountered representatives from CYDA, introducing her to the Non-Traditional Livelihood (NTL) program. Skeptical about women's roles in certain fields, Seema hesitated but chose to participate, placing trust in the organization. The soft skill training provided answers to her lingering questions.

Empowered with a newfound realization of self-identity and a determination to challenge societal attitudes towards women, Seema embraced the NTL program. Choosing to work in the delivery sector, she defied societal norms and currently holds a position at SWIGGY. Seema stands with courage in her chosen field, a testament to her resilience and the transformative impact of CYDA's programs.

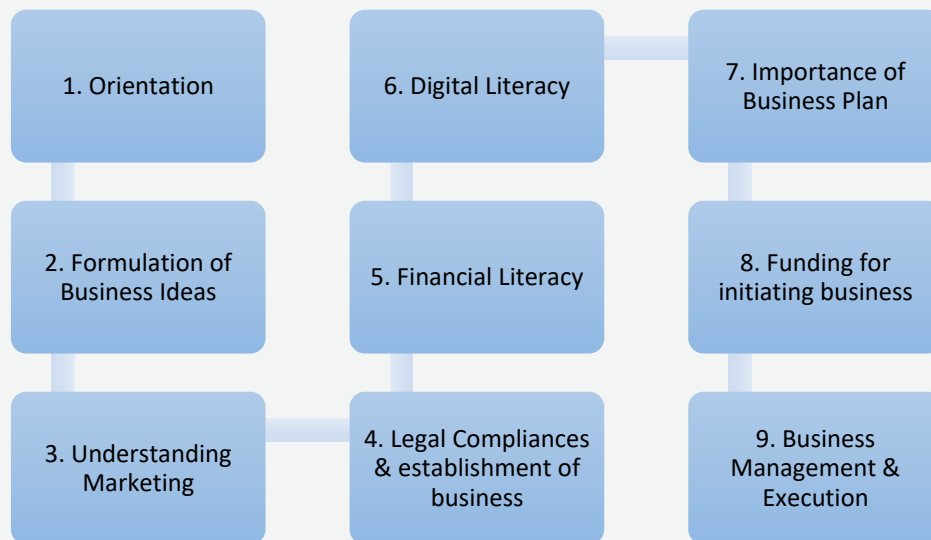
CYDA has undertaken a passionate approach in promoting the rights of the LGBTIQ+ community, with a focus on awareness, inclusivity, and economic empowerment. Spearheading an impactful awareness campaign, CYDA reached 299 individuals, shedding light on crucial societal rights, including anti-discrimination laws, same-sex marriage, child adoption, and housing rights. The "Queer Call Employment for All" initiative not only empowered understanding but also resulted in tangible outcomes, with 10 transgender individuals officially registering their documents, gaining government recognition.

In a groundbreaking move, CYDA unveiled "Rainbow Katta" on March 14, 2022, providing a safe and inclusive space for the community. This platform facilitated discussions on identity, confidence-building, and mental health, with participants actively engaging in sessions twice a month. Offering mental health and counseling support, Rainbow Katta inspired 30 individuals to pursue skill development courses, job opportunities, and education. The platform not only served provided support but also catalyzed personal and collective development within the LGBTIQ+ community.



Addressing the unique challenges faced by the community, CYDA implemented an Entrepreneurship Development Program (EDP), aligning with seven Sustainable Development Goals. The program, a milestone in the organization's commitment to inclusivity, empowered 50 individuals through business training, leading to increased income levels post-EDP training. Furthermore, 28 participants completed makeup courses, 22 pursued massage courses, and all actively engaged in a two-day Entrepreneurship Development Training program. This initiative stands as a testament to CYDA's dedication to fostering economic empowerment, skill development, and inclusive growth, creating pathways for sustainable change and increased opportunities for marginalized individuals within the LGBTIQ+ community.

Activities under EDP Training Program



Voice from Ground

In the words of Shruti Jaan, a 26-year-old transgender residing in Yerwada, Pune, she shares her journey. Originally from Malegaon, Nasik, her family migrated to Pune. Despite completing her 12th grade and ITI, she faced adversity at the age of 21 when her family asked her to leave due to her sexuality, leaving her to lead a life in isolation, begging at road signals.

However, on November 20, 2022, CYDA organized a transformative awareness campaign specifically for transgender individuals, focusing on the process of obtaining identity cards. Shruti Jaan expresses her happiness and gratitude, acknowledging the positive impact of CYDA's initiative.

This initiative has not only provided awareness but has also empowered individuals like Shruti Jaan to navigate the bureaucratic process of acquiring identity cards, fostering a sense of recognition and inclusion in society.

Voice from Ground

Ms. Shamshersingh Pardeshi expresses, "I am very glad and thankful to CYDA for organizing business training, especially for the LGBTQIA+ community. The training was delivered in simple language with various live illustrations, which was truly an eye-opener for me. The learnings that I take away from this training help boost my energetic level and enhance confidence in developing my business. I would like to thank CYDA for providing the material kit."



3.3 Migrant Matters

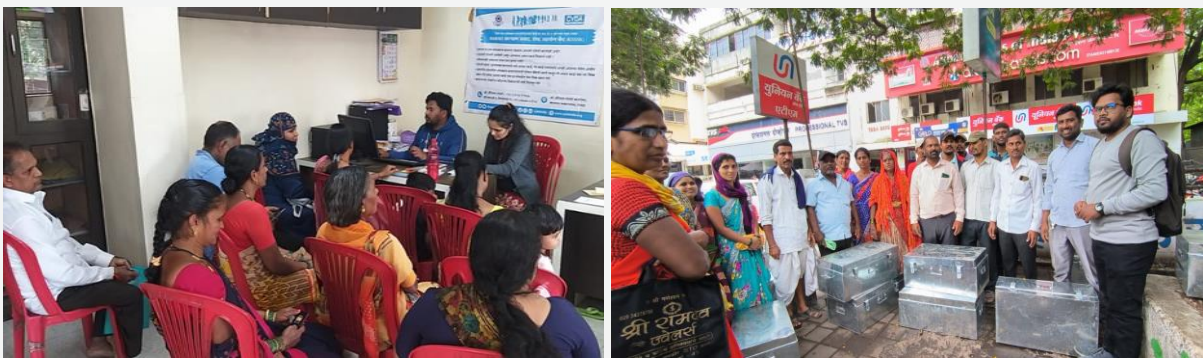
In response to the pressing issues faced by migrant workers in and around Pune, the project "Creating an enabling environment for Migrants to restore livelihood and dignity in Pune District" has emerged as a beacon of social change. With the recognition of the challenges that migrants encounter and the absence of a robust support system, a dedicated helpline has been established to address their concerns.

The initiative has successfully forged connections with five key institutions, namely the Electrical Contractor's Association of Maharashtra, Federation of Electrical Contractor Association of Maharashtra, Plumbing Association of Maharashtra, Fire and Safety Association of India, and District Legal Service Authority, in collaboration with the Solar Systems Association of Maharashtra. This collaboration aims to explore and create opportunities for skill building, employment, and worker registration.

A pivotal outcome of this initiative is the establishment of the Kamgar Sahyog Samvad Seva Kendra (KSSSK) at Dattanagar Katraj, covering Dhankawadi Naka and Yerwada. This center

serves as a comprehensive support hub, offering services ranging from registration and entitlement to placement, legal support, and the overall creation of an enabling environment for more than 5000 migrants.

This initiative signifies a crucial step toward the empowerment of migrants, delivering essential support, and fostering a more inclusive and supportive environment. The goals and objectives of the program center around addressing the challenges faced by migrant workers, while the approach involves collaborative efforts with key institutions. The impact is evident in the creation of the KSSSK, serving as a centralized support system for migrants. The innovation lies in the strategic partnerships and the achievements include the successful establishment of the helpline, institutional collaborations, and the formation of the support center, all contributing to a positive transformation in the lives of migrant workers.



Voice from Ground

Ranjoy Ram Mandal, 29, originally from Bargoda village in West Bengal, is part of a joint family with significant responsibilities. Despite facing challenges, Ranjoy is known for his good nature and hard work. In 2012, the entire family migrated to Pune in search of better job opportunities.

As an illiterate individual, Ranjoy initially worked as an unskilled laborer at a construction site in Chakan, Pune. After a few months, he transitioned to working on the Metro project in various locations in Ubale Nagar, Wagholi. With his hard work, the family began leading a content life with the income he earned.

One day, Ranjoy attended a meeting conducted by the Migrant Matter team at the project site. This meeting proved crucial for him as it highlighted the importance of having proper documents to register under the Building and Other Construction Workers (BOCW) and access the benefits of various schemes. Inspired by the meeting, Ranjoy initiated the process of filling in the registration form and submitted it at the Yerwada center of Migrant Matter. Within a few days, he obtained a labor card and a material kit.

Expressing his happiness, Ranjoy stated, "Today, I am very happy to share that because of the Migrant Matter team, I could get my labor card. Many thanks to the team."

Voice from Ground

Arjun Rathod, a 32-year-old resident of Valleshnagar in the Yadgir district of Karnataka, migrated to Pune with his family and currently resides in Yerawada. Having completed his education up to the 9th grade, Arjun works alongside his father in flooring to meet the family's basic needs. Additionally, he takes up daily wage work at Yerawada Kamgar Naka.

One day, Arjun came across a discussion at the worksite regarding schemes for migrant workers conducted by CYDA. This meeting provided him with accurate information about the Building and Other Construction Workers (BOCW) schemes designed for workers. Arjun, with the support of CYDA, gathered the necessary documents for registration and visited the Kamgar Sahyog Samvad Seva Kendra (KSSSK) center. With CYDA's assistance, he successfully completed his BOCW registration on the government portal.

Within a month, Arjun received his registration card and a safety toolkit from the labor commissioner's office. Expressing his gratitude, Arjun stated, "I am really happy and thankful to the CYDA team for supporting me in getting the registration done under the BOCW scheme. Increased awareness helped to avail the documents."

4 Disaster Response Program

4.1. Maharashtra Flood Response

In the wake of the devastating floods that struck Maharashtra on July 16th, 2022 the situation in the heavily affected Satara district became increasingly dire, with over 20 cms of rainfall recorded. The India Meteorological Department (IMD) issued a 'RED ALERT' for several cities, including Pune, Raigad, Gadchiroli, Ratnagiri, and Kolhapur. Severe flooding wreaked havoc on communities, particularly in Satara district, where villages such as Shahapur, Sathewadi, Songaon, Nisrale, Laxmi tech Vasole, Kironde, Pakirevasti, and Oholi faced extensive damage to homes and agricultural lands, leaving families in distress.

In response to this crisis, CYDA, in collaboration with the IIFL Foundation and students from YCSSW college, swiftly initiated a comprehensive relief effort to aid the vulnerable population affected by the Maharashtra Flood 2022. Recognizing the urgent need, the initiative focused on distributing 100 dry ration kits and 100 hygiene kits to families residing in eight interior villages, located 45 kms from Satara District. Despite having relocated to safer places, these families encountered significant challenges in accessing daily essentials due to the widespread destruction caused by the floods.

The key contributions of this program were evident in its immediate impact on the vulnerable population. The distribution of essential items played a crucial role in addressing the

challenges faced by families, ensuring they had access to vital resources during this critical period. The initiative received heartfelt gratitude from the affected communities, particularly women, who expressed sincere appreciation for the timely support. Their testimonials emphasized the importance of the assistance provided, shedding light on the lack of livelihood assistance and rehabilitation efforts received to fulfill their basic family needs. The success of this relief program is underscored by its ability to make a meaningful impact on the ground, providing support to those grappling with the aftermath of the floods and contributing to the process of rebuilding shattered lives and communities.

5 Integrated Community Development Program

5.1. Empowering Nashik: A Holistic Approach to Urban & Rural Development

The Centre for Youth Development and Activities (CYDA) in Nashik is committed to fostering sustainable development by prioritizing STEM education, skill-building, and access to essential services. The overarching goals include promoting digital literacy, empowering women through livelihood training, and enhancing water, sanitation, and hygiene (WASH) practices.

CYDA's initiatives in the Sinnar block are strategically designed to achieve specific objectives. For adolescents, the focus is on imparting digital literacy to 577 girls and boys, implementing a STEM program in eight ZP schools benefiting 400 girls, and establishing the Community Resource Centre (CRC) to offer practical skills to 45 adolescents. Simultaneously, for the youth, CYDA aims to raise banking awareness among 3,500 community members, provide livelihood training to 400 women resulting in 311 new businesses, and focus on non-traditional livelihood (NTL) skills for over 1,000 women.



CYDA employs a multi-faceted approach, leveraging digital platforms for education, training 20 teachers for STEM education delivery, and establishing the CRC as a hub for skill development. The organization also utilizes digital platforms to educate community members on banking services, organizes entrepreneurship development training for women, and implements non-traditional livelihood (NTL) programs focusing on soft skills and Stepping Stone Training. In the WASH sector, CYDA trains 11 WASH MITRAs and collaborates with government institutions to improve WASH practices in Sinnar block.



The impact of CYDA's interventions is substantial, with over 1,000 adolescents and youth in Nashik benefiting from STEM education, skill development, and livelihood training. Noteworthy achievements include sensitizing 45,000 community members through awareness campaigns, orienting 3,500 individuals on digital literacy, and training 11 WASH MITRAs who have successfully improved WASH practices across 20 villages.



CYDA's innovative approaches include the establishment of the CRC as a dynamic platform for practical skills acquisition, the use of digital platforms for banking awareness, and the focus on non-traditional livelihood (NTL) skills for women. The organization's collaboration

with government institutions and deployment of WASH MITRAs exemplify innovative strategies in the field of water, sanitation, and hygiene.



CYDA's achievements underscore its commitment to positive change. Over 328 women underwent various livelihood training sessions, resulting in the benefit of over 2,000 women in urban and rural communities. The organization successfully trained 11 WASH MITRAs, while the entrepreneurship development program led to the initiation of 311 businesses, with ongoing support for 35 young women entrepreneurs in the Igatpuri block.



Voice from Ground

Case Study 1-

Thirteen-year-old Anita Thorat expresses, "I am a resident of Pathare Bk village, currently studying in the 8th standard. While I learn all subjects in school, the introduction of STEM education was a new experience for me. I wasn't familiar with the concept of learning from experiences and how to apply Science and Mathematics in our daily lives. Being a part of the STEM project, I now understand how to relate and incorporate STEM principles into everyday activities. Although I had some knowledge about acids and non-acids, metals and non-metals, the STEM project has expanded my understanding. I am grateful to CYDA for implementing this project in our school."

Case Study 2-

Poonam shares, "I was part of the four-day training program organized by CYDA. I was not aware of the soft skills required for an individual. This training helped me learn many soft skills that are beneficial in our personal lives, enabling us to become independent women. Decision-making plays an important role. I am happy to share that I learned to write a CV and how to approach an interview. Thanks to the CYDA team."

5.2. Water, Sanitation & Hygiene (WASH)

WASH is crucial for promoting public health, preventing waterborne diseases, and enhancing overall well-being in communities. It is often used in the context of international development and humanitarian efforts to address fundamental needs related to water supply, sanitation infrastructure, and hygiene education.

CYDA is diligently spearheading Water, Sanitation, and Hygiene (WASH) initiatives, aligning with Sustainable Development Goal-6, and leaving an



indelible mark across Maharashtra. With a strategic focus on districts such as Nandurbar, Nashik, Pune, Satara, Kolhapur, Osmanabad, Parbhani, Aurangabad, Hingoli, Washim, Nagpur, and Gadchiroli, CYDA's WASH Unit collaborates seamlessly with government bodies like the Education Department, Health Department, SCERT, SBM, JJM, PCMC, and Pune Municipal Corporation.

In response to the post-COVID-19 imperative, CYDA has been instrumental in fortifying hygiene in schools. Partnering with 15,000 Zilla Parishad schools and an additional 93 government-aided schools in seven districts, the organization provided crucial technical support on WASH components. The program tactfully addresses challenges like menstrual hygiene, actively working to reduce dropouts among girls.

Emphasizing WASH entrepreneurship, CYDA's WASH Mitra initiative has successfully trained 81 individuals in Maharashtra and 222 in Chhattisgarh on multi-skilled trades such as plumbing, electrician, masonry, carpentry, solar, and water filtration. These trained individuals now run thriving businesses, contributing not only to income generation but also to their overall personality development.



CYDA's commitment to holistic WASH extends to waste management, with a significant focus on Solid Waste Management (SWM). The organization's efforts in Visarwadi, Nandurbar district, have resulted in the successful processing of 300 kgs of wet waste, 200 kgs of dry waste, and 100 kgs of biomedical waste daily. This model has earned CYDA recognition, aiming to replicate similar success in Dapodi (PMC).

Beyond individual projects, CYDA has pioneered collaborative efforts through the WASH Alliance, comprising 59 partner organizations deeply invested in the sector. This alliance harnesses collective knowledge, experience, and expertise to optimize networks, ultimately improving WASH facilities in institutes.

CYDA's comprehensive approach to WASH initiatives reflects its unwavering commitment to ensuring sustainable and equitable access to clean water, sanitation, and hygiene. The organization's impact resonates positively, fostering transformation at both individual and community levels.

WASH Mitra

WASH Mitra refers to an initiative that focuses on promoting entrepreneurship and capacity building in the Water, Sanitation, and Hygiene (WASH) sector. CYDA (organization) emphasizes WASH entrepreneurship through the WASH Mitra program. WASH Mitra signifies individuals who become friends or ambassadors for WASH-related skills and practices.

WASH Mitras are individuals who have undergone training and capacity building in various multi-skilled trades relevant to WASH, such as plumbing, electrician work, masonry, carpentry, solar technologies, and water filtration. These trained individuals then use their skills to run businesses within the WASH sector. The program not only contributes to income generation for the individuals involved but also plays a role in personality development and community impact.

Testimonials

Sanjay Bhuravane from Satara expresses profound gratitude to UNICEF and CYDA for the transformative impact of the WASH Mitra training. As a result of the program, Sanjay has not only emerged as a young entrepreneur but has also gained newfound respect and a distinct identity for his work. Previously earning Rs. 3350/- per month, he now proudly generates around Rs. 13840/- monthly. The training equipped him with a valuable toolkit and provided crucial mentoring support, marking a pivotal moment in his life.

Sanjay's testimonial stands as a testament to the tangible positive changes that the WASH Mitra initiative has brought into the lives of individuals, fostering economic empowerment and personal growth.

Voice from Ground

Case Study 1- "WASH MITRA from Maharashtra: Somnath Bhise's Journey towards Sustainable Water Solutions."

Somnath Bhise, born and raised in Baramati, Maharashtra, India, always harbored a passion for contributing to societal betterment and aiding those in need. When he came across the opportunity to work as a WASH MITRA (Water, Sanitation, and Hygiene Mitra) to enhance the operation and maintenance of WASH facilities in schools and villages, he seized the chance. Discovering a WASH MITRA (One Stop Solution) advertisement on a social media platform, he recognized the scarcity of centers in his area offering multi-skilled, small-batch, residential training at no cost. Joining the training in December 2022, he acquired skills in plumbing, electrical work, masonry, carpentry, water filtration, and solar installation.

In his role as a WASH MITRA, Somnath collaborated with schools and villages to enhance their water, sanitation, and hygiene facilities. Conducting assessments of WASH facilities in different ZP schools and villages, he provided recommendations for improvements. Notably, he engaged in School IEC pasting work immediately after the training. Somnath identified that the principal challenge in enhancing WASH facilities was not only the lack of infrastructure but also the absence of awareness and education regarding the importance of operation and maintenance.

Building robust partnerships with local government officials, community leaders, and NGOs, Somnath mobilized resources and support for WASH facility improvements. He advocated for the use of sustainable and eco-friendly technologies in operation and maintenance, aiming to enhance the quality of life while safeguarding the environment. He promoted the use of pressure washer machines for cleaning toilets, urinals, and other areas of schools.

Somnath's work as a WASH MITRA extended to issues of climate change and environmental impact. By championing sustainable and eco-friendly technologies, he ensured that interventions did not contribute to environmental degradation. He encouraged water conservation and resource-efficient practices in WASH facilities, crucial in the face of climate change and water scarcity.

Over time, Somnath's contributions as a WASH MITRA gained recognition and appreciation from the communities he served. Schools and villages that benefited from his work witnessed significant enhancements in their WASH facilities, overall hygiene, and sanitation practices. His efforts played a pivotal role in fostering a culture of awareness and responsibility regarding the use and maintenance of WASH facilities.

Case Study 2- "From Parbhani to Progress: Munja Gore's Dedication to Improving WASH Facilities in Schools."

Munja Gore, a resident of Selu, Parbhani, Maharashtra, dedicated his life to enhancing the operation and maintenance of WASH facilities in schools. Recognizing the critical role of schools in promoting hygiene practices and understanding the essential nature of clean water and sanitation for children's health and education, Munja embarked on this mission.

Discovering a WASH MITRA (One Stop Solution) advertisement through a relative on the UNICEF and CYDA platform, offering multi-skilled, residential training at no cost, Munja joined the training in December 2022. During this period, he acquired skills in plumbing, electrical work, masonry, carpentry, water filtration, and solar installation.

As a WASH MITRA, Munja's primary focus was assessing the condition of WASH facilities in schools, identifying operational and maintenance gaps, and formulating plans for improvement. He addressed leakage issues in schools, enhancing the hand hygiene practices of students.

Munja faced various challenges in his work, including a lack of funds and resources for WASH facilities in schools. Undeterred, he tirelessly engaged with school authorities and local government officials to mobilize resources and garner support for enhancing WASH facilities in schools.

His efforts resulted in significant improvements in the operation and maintenance of WASH facilities in schools. Advocating for the use of sustainable and eco-friendly technologies, Munja ensured that interventions were sustainable and did not contribute to environmental degradation.

Munja's unwavering dedication had a profound impact on the lives of students and teachers. Schools he collaborated with witnessed a reduction in absenteeism due to waterborne diseases, an increase in student enrollment, and a positive influence on the overall health and well-being of the school community.

Munja's work as a WASH MITRA stands as a testament to his commitment to improving WASH facilities in schools. His efforts continue to inspire others to undertake similar initiatives, contributing to the creation of sustainable and equitable solutions for enhancing WASH facilities in schools.

Case Study 3- Weaponizing Positive Change through WASH Training (Gurukul Asharam School)

In Gurukul Asharam School, children were not practicing proper hand hygiene, neglecting to wash their hands before meals and after using the toilet. This behavior posed a significant risk of ingesting harmful germs, leading to unhealthy outcomes.

A WASH training program was introduced, enlightening the children about the consequences of inadequate handwashing. They learned that without washing their hands with water and soap, germs could enter their stomachs, causing health issues. The training sessions were facilitated by Child Cabinet members, who took the responsibility of creating a system and promoting the practice of handwashing among their peers.

The Child Cabinet members diligently ensured that every child in their respective classrooms followed the handwashing routine consistently. They emphasized the importance of washing hands before meals and after using the toilet, instilling a new habit into the children's daily lives.

As a result of the WASH training and the commitment of the Child Cabinet members, a positive change took place. The children began washing their hands regularly with water and soap. The implementation of the handwashing system and practices significantly reduced the risk of ingesting harmful germs, improving the overall health and well-being of the students.

This case study demonstrates the power of positive change and the effectiveness of WASH training in instilling appropriate health behaviors. Through the dedication of the Child Cabinet members and the cooperation of the children, a simple yet crucial habit like handwashing was established, leading to a healthier school environment. Such initiatives pave the way for a brighter and healthier future for all.

5.3. Urban Poor

The Urban Poor initiative by the Slum Rehabilitation Authority (SRA) and CYDA aimed to address the challenges faced by communities displaced from Shivaji Nagar, Pune, during the Metro line construction in April 2020. The primary goal focused on empowering beneficiaries socially, economically, and politically, instilling the belief in inherent dignity and rights. With Community Resource Centers (CRC) established in Hadapsar and Viman Nagar, 40 students received remedial education, life skills, and digital literacy workshops, fostering positive changes in health and personality development.

In collaboration with H.V. Desai Hospital, CYDA organized eye checkup campaigns, benefitting 91 residents, diagnosing and referring cases for cataract surgeries and addressing vision

impairments. Health checkup camps were conducted in Viman Nagar, examining 55 people, with free medicines distributed. The program actively engaged with the community, celebrating important days to promote social change, awareness, and responsibility among youth.

The Entrepreneurship Development Program (YAF) identified the need for economic empowerment, particularly among women from COVID-affected families and the LGBTIQ+ community. CYDA's approach included awareness sessions, incubation training for 1598 women, counseling, legal compliance support, marketing linkages, and mentoring. Notably, CYDA facilitated seed capital of Rs.29 lakhs for 332 women, encouraging business initiation and development.



The program's impact is reflected in improved socio-economic conditions, increased awareness, and the establishment of sustainable micro-businesses. CYDA's innovative and impactful approach has not only addressed immediate needs but has also created a lasting positive impact on the lives of the urban poor.

Voice from Ground

In Nimani village of Tasgaon block in Sangli district, Seema, a thirty-seven-year-old fashion designer, resides with her family, blessed with four daughters and one son, all currently pursuing their education in secondary grade. Seema's mother-in-law is the biggest support for the family. Tragically, during the first wave of COVID-19, Seema's husband passed away. In response, Seema immersed herself in the tailoring business, but the income earned fell short of meeting the family's expenses.

May 2022 marked a significant turning point for Seema when she became a part of the Entrepreneurship Development Program (EDP) training. Determined to leverage the learnings, she aimed to enhance her tailoring business. Post-training, Seema received seed capital of 10K, which she invested in a multifunctional sewing machine capable of handling various tasks like stitching buttons, zaridosi work, fall pico, and other designing work.

Seema diversified her offerings, stitching designer blouses, ghagra-choli, salwar suits, kurtis, quilts, fall-pico for sarees, and jute-made cushion covers (tarpaulins). Initially earning approximately Rs.1400 per month, her income has now surged to Rs.9000. During the festival of lights, she secured an additional income of Rs.10,000.

Currently, Seema aspires to establish a business that not only sustains her family but also supports her children's education, providing a financially balanced life. She has initiated planning and saving for her children's education, marriage, and the expansion of her business.

Key Highlights:

May 2022: Seema joined EDP training.

Seed Capital: Seema received 10K post-training.

Income Growth: Initial monthly income of Rs.1400 increased to Rs.9000.

Festival Earnings: Earned an additional income of Rs.10,000 during the festival of lights.

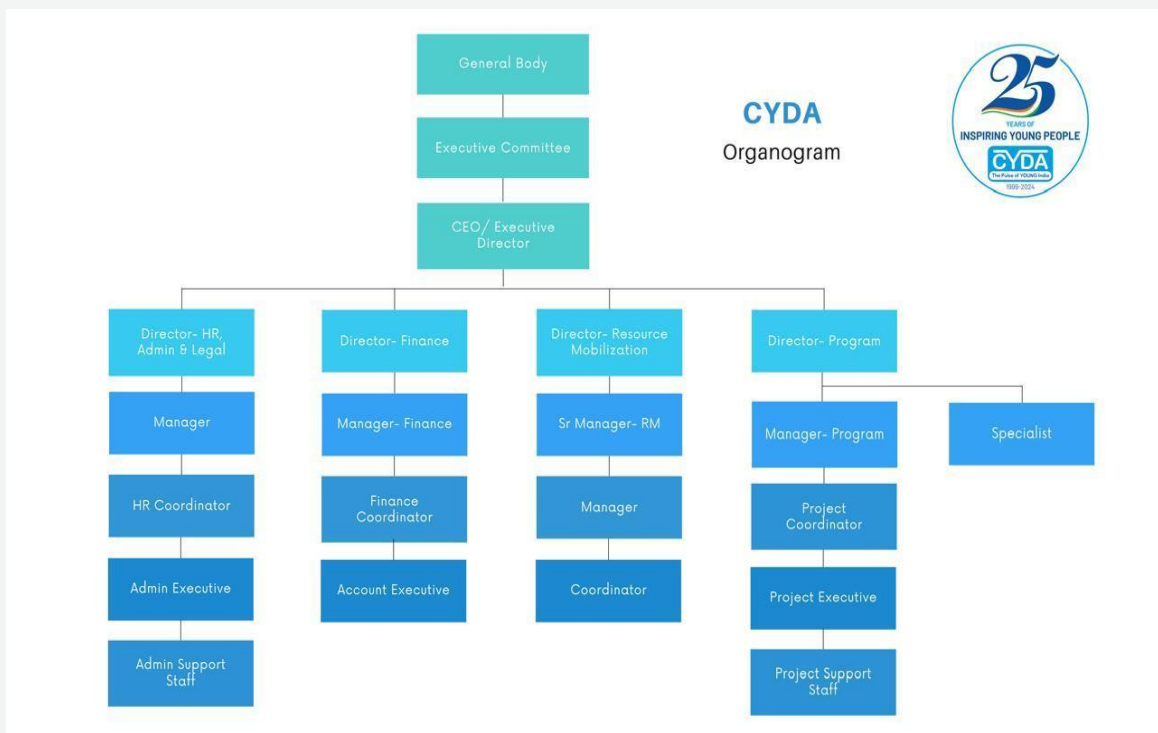
IV NETWORKING & COLLABORATIONS

- a) CYDA is a member of Voluntary Action Network of India (VANI).
- b) CYDA is a Steering Committee member of Maharashtra Voluntary Action Network of India.
- c) CYDA is a General Council member of MahapecoNet, a platform to support disaster response and mitigation program.
- d) CYDA is part of Migrants Net, a network of organization working with migrants in Pune city.
- e) CYDA is part of a National Network called NTLN. The Non-Traditional Livelihoods Network (NTLN) is a collaboration of 34 (9 individuals and 25 organizations) who believe in the need to promote more women to come into the workforce, especially in occupations/ trades which have been traditionally closed to them. NTL girls and NTL project coordinator participated in six-month leadership training to build a practitioners' network.
- f) Girls Count- A network to promote Non-Traditional Skills as well as Gender equality among girls and women.

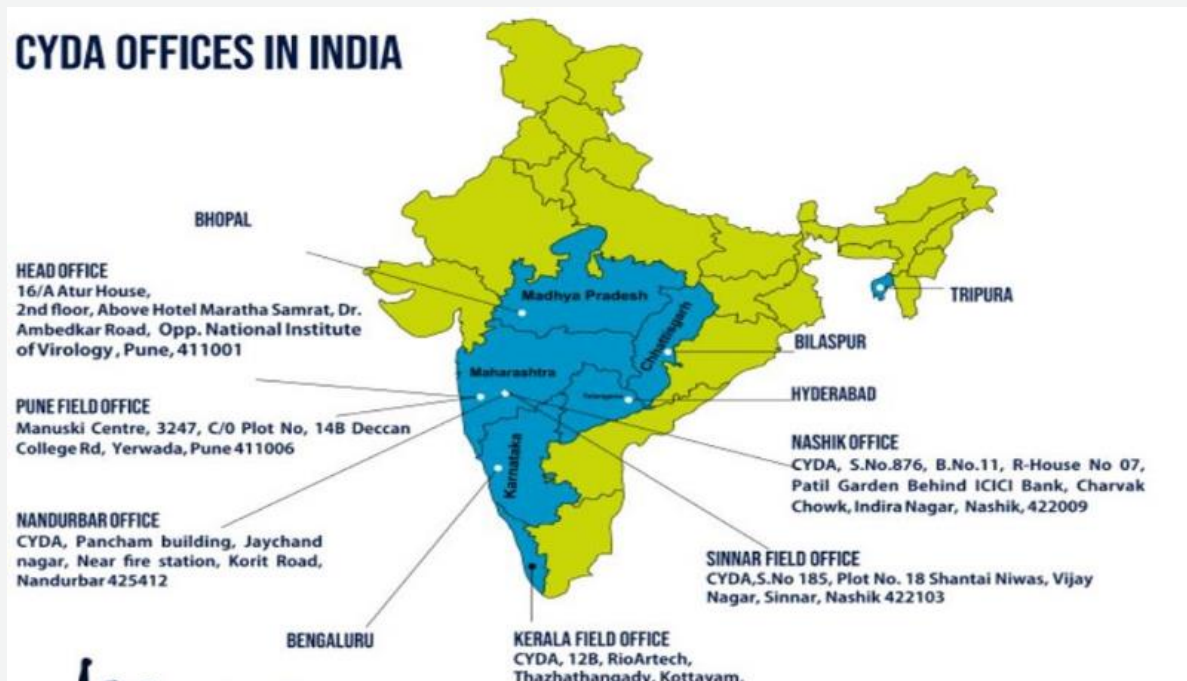
V OUR DONORS



VI CYDA Organogram



VII CYDA Reach out Map





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