



# ANNUAL REPORT

2003 - 2004

*You can contact us at:*

**MELJOL**

Rm. No. 47, Gilderlane Secondary Municipal School,

Opp. Mumbai Central Station, Mumbai – 400 008.

Tel. No.:2308 1050, 2300 6428

E-mail: [meljol@vsnl.com](mailto:meljol@vsnl.com)

Website: [www.meljol.org](http://www.meljol.org)

## GOVERNING BOARD

- Dr. Armaity Desai : Former chairperson, University Grants Commission, Govt. of India; Ex-Director, Tata Institute of Social Sciences
- Mr. Berjis Desai : Solicitor and Advocate
- Dr. Denzil Saldanha : Professor and Head, Unit for Sociology of Education, Tata Institute of Social Sciences
- Mr. E.N. Venkat : COO, AFL.  
(*Treasurer*)
- Ms. Jeroo Billimoria : Founder – MELJOL  
(*President*) Founder and Trustee – CHILDLINE India Foundation  
Founder and Executive Director – Child Help Line International  
Vice–Chairperson – Credibility Alliance
- Ms. Kamal Damania : Social Worker  
(*Executive Secretary*)
- Dr. Lata Narayan : Faculty member, Unit for Child and Youth Research, Tata Institute of Social Sciences
- Mr. Maneck Davar : Journalist and Publisher
- Mr. Nakul Mehta : Company Director, Bharat Bijlee Ltd.
- Mr. Jerry Pinto : Journalist

Dear Friend,

Since its inception MELJOL has always aimed at creating child friendly and innovative initiatives to reach the ultimate goal of developing good and responsible citizenship skills amongst its participating children. In this academic year 2003-'04 MELJOL has strived, not only to create greater awareness among children and create platforms from which they may exercise their right to participation, but also to reach out to more children by strategically initiating the process of replicating its Aflatoon Programme in districts other than Mumbai and Thane.

The academic year 2003-'04 began with a great boost to the team when the much-awaited permission came through from the Brihanmumbai Municipal Corporation to initiate the MELJOL Aflatoon Programme in the Hindi and Urdu medium Municipal Schools in this academic year. United Way of Mumbai joined hands with MELJOL to support the entire programme in Mumbai and set the adrenaline pumping and work got underway to create a series of Aflatoon Books in Hindi.

Children from the Navi Mumbai Municipal Corporation Schools participated in a two-day residential camp organized by MELJOL called 'Jallos'. The focus of this camp was on Children's Right to Education. Various resource persons who are involved in innovative approaches to education were invited by MELJOL to create an awareness among children about ways in which education can become an interactive exchange and a joyous experience. The camp was a huge success and was appreciated by all.

The team's close-knit relationship with authorities in the education department paid great dividends when permissions came through to conduct training workshop for D.Ed college students in the Thane District in this academic year.

The MELJOL Aflatoon Programme in its second year of replication in the Chandrapur and Yawatmal Districts with UNICEF support functioned effectively convincing all concerned that the programme is ready to be replicated in all districts in the State of Maharashtra in a phased and planned manner.

The MELJOL team takes this opportunity to thank all those who have believed in and supported all our activities since our inception in 1991.



**Thank you,**

**The MELJOL Team**

## MELJOL EXECUTIVE SUMMARY

### INTRODUCTION

MELJOL has its origin in the belief that every child irrespective of age, class, ability, gender or culture is important. Given the right orientation, children have the inherent ability to participate effectively in society. MELJOL endeavours to provide them with the necessary opportunities to ensure that they contribute responsibly to their environment. Through the understanding of their rights and responsibilities as laid down in the United Nations Convention on the Rights of the Child (1990), MELJOL hopes to instill values of responsible citizenship in children. Thus, 'Equal Rights, Opportunities and Respect for all', forms the main crux of MELJOL's philosophy. MELJOL believes that children have rights and responsibilities. They need to be made aware of both of them.

MELJOL's vision is to develop a group of children who believe in themselves, who believe in child rights and responsibilities and who have the confidence needed to face life's challenges. Currently MELJOL works in urban as well as rural areas. Besides Mumbai, it works in Thane, Chandrapur and Yawatmal districts in the State of Maharashtra. While the programme started with 1,500 children in its first year, its current outreach in the academic year 2003-2004 is 1,22,500 children in 751 schools and 2,975 teachers.

*Primary constituency:* MELJOL primarily works with school children in urban, rural, and in tribal areas and mainly with the age group of 10 to 15 years. In recent years, it has also been working with children in the lower age groups. In urban areas, MELJOL's intervention extends to private schools, as well as schools run by government and local bodies. In rural areas, MELJOL works with 'zilla parishad' schools, and 'ashram' schools.

*Secondary constituency:* MELJOL also works with significant adults in the child's environment such as teachers, parents, those in the administrative system, government functionaries and so on, to reinforce Child Rights education for children, and to make them responsible for ensuring a society conscious of child rights. MELJOL also partners with NGOs, State and local bodies to achieve its mission.

## AREAS OF INTERVENTION

MELJOL's programmes include children in private, government, special and rural schools. The approaches in these settings vary. They are:

Intervention through teachers:

*The Aflatoon Programme:* This programme is implemented by the teachers (trained by MELJOL) with the help of the Aflatoon books series created by MELJOL. The programme works towards enhancing the self-esteem of children in local government / zilla parishad schools, to make them confident to be active participants in affecting their immediate environment. In this programme, children are encouraged to form school level councils to encourage their active participation in bringing about desired changes in their environment. The programme focuses on:

- Sensitising the children to one another and to their environment.
- Developing the confidence into children to take positive steps towards bringing about a change in their environment.
- Helping them to identify issues of concern and working towards positively changing their environment.

MELJOL considers teachers as resource people and partners in achieving its goal of Child Rights Education for all. Teachers are thus trained to impart rights education and to create and strengthen the process, which allow for the participation of children at the school and community level. This strategy has enabled the organisation to reach out to many more children and also to create an awareness within the system on the need for the inclusion of rights education in the curriculum.

*The Twinning Programme:* This programme focuses on getting children from two different backgrounds to interact with each other (private schools, government schools, special schools, street children etc.) to address prejudices and respect the differences and, at the same time, to make them aware of the possibility of transcending these boundaries.

*The Private School Programme:* The programme works towards sensitising private school children to issues related to the marginalised child within the context of the Convention on the Rights of the Child (1990). The issues worked on with the private schools include child labour, street children, slum children, literacy, gender etc.

## MATERIAL CREATION

MELJOL is constantly developing material, which enables teachers and other facilitators to conduct sessions effectively on Child Rights Education. Various fact sheets and handouts are created to reinforce MELJOL's messages during sessions with children during the year.

The material created by MELJOL during this academic year is as follows:

- Creation of Aflatoon Books for Std V – VIII in Hindi.
- Creation of a Teacher's Manual for Std. VIII with a focus on Right to Education in Marathi.
- Creation of the MELJOL Aflatoon Song Book in Marathi – a compilation of all the songs used in the implementation of the MELJOL Aflatoon Programme.
- Creation of a students manual for D.Ed college students called 'Kushal Adhyayan Adhyapan Programme' – 'Joyful teaching learning methodology'.
- Creation of a Teacher's manuals for teachers on 'Right to Education'.
- Creation of a module for the school-in-development programme of the Education Department, Thane District.
- Creation of a Teacher's module based on Child Rights for the Urban Programme.
- Creation of modules on Gender for the CD produced as a collaborative effort in the Ashoka led Technology Enabled learning programme.
- Creation of a module for school level leadership camps.
- Creation of Posters and Games for all the programmes.

#### FUTURE PLANS

In the last four years, the MELJOL Aflatoon Programme has been implemented successfully in Mumbai and Thane Districts. It has been replicated in the Chandrapur and Yawatmal Districts in the state of Maharashtra in the academic year 2002-03. Thus MELJOL feels that it is equipped to replicate the programme in all the districts in the state of Maharashtra in a phased manner.

In addition to the ongoing activities with the participating schools, from the next academic year onwards the following programme will be initiated

- Replication of the Aflatoon programme in 5 districts in the state of Maharashtra.
- Initiation of the Aflatoon Primary School Programme (for Std. I to IV).
- Initiation of the MELJOL programme in D.Ed and B.Ed colleges in the Raigad District, Maharashtra.
- Initiation of Child Rights Centres in 5 villages in the Thane District.

## HIGHLIGHTS

### ➤ Initiation of new programmes:

- The Aflatoon Programme was initiated in Hindi and Urdu medium Brihanmumbai Municipal Corporation (BMC) schools. The MELJOL Aflatoon Books were translated into the Hindi language for effective use of the children and teachers in the Hindi and Urdu medium schools.
- The MELJOL Programme was initiated with students of D.Ed teachers training colleges in Thane District. MELJOL is the first NGO to be working with the D.Ed College in Thane District.
- Child Rights Centres were initiated on an experimental basis in two villages in the jurisdiction of the Navi Mumbai Municipal Corporation. This is MELJOL's initial effort to work with out of school children.

### ➤ Parents Meetings:

For the first time in MELJOL's history, parents meetings were held successfully and a plan of action developed to ensure parent participation in MELJOL's programmes in the Navi Mumbai Municipal Corporation schools.

### ➤ JALLOSH- An innovative approach to make education enjoyable and effective for children

For the first time MELJOL conducted an innovative two-day residential camp for representative children of the Navi Mumbai Municipal Corporation Schools on the theme 'Right To Education'. Resource people from various NGOs working in the field of innovative approaches to learning were involved in the programme

## ACHIEVEMENTS

- The Hindi edition of the MELJOL Aflatoon Books were successfully introduced to teachers of the Hindi and Urdu medium municipal schools in Mumbai.
- In comparison to last year's level of implementation the MELJOL Aflatoon Programme has been more effectively implemented by the teachers and the children in all the schools where the programme is ongoing.
- The Jallosh programme was a huge success, which was possible due to the inputs given by the resource persons.

- The MELJOL programme is now recognised and fully supported by the authorities of the Education Department of Navi Mumbai Municipal Corporation, local representatives, political leaders and the press.
- Suggestions have been received from various Education Officers to initiate a similar programme for the students of Std. I - IV as well, in the next academic year.
- Child Rights Centres have been successfully established in two villages on an experimental basis (Pimpari and Dahisar) and have been functioning regularly in this academic year.
- MELJOL was invited by the Asha project to conduct trainers workshop for the teachers of the Zilla Parishad Schools Thane District.
- The Aflatoon Clubs and Bank activity is functioning effectively in the Thane District even though there are no inputs from the MELJOL team due to lack of permission from the Education Department. This shows that the MELJOL Aflatoon Programme can be effectively sustained by the teachers themselves.
- MELJOL successfully initiated a new programme for D. Ed students in Thane District covering 13 colleges under the programme.

## LEARNINGS

- In order to make its programmes more effective, the MELJOL team has understood the importance of networking and collaborating with other NGO's working in the field of innovative approaches to education as was observed during the planning and implementation of the Jallos Programme.
- The smooth implementation of the MELJOL Aflatoon Programme in the Yawatmal and Chandrapur District has paved the way for MELJOL to initiate its strategic plan of initiating the programme in more districts in the state of Maharashtra.
- The MELJOL team has realised that the programme is implemented more effectively when teachers are shown the manner in which they can integrate the activities from the MELJOL Aflatoon books in their day-to-day activities and the school curriculum. The team will incorporate this from the next academic year.

- In order to ensure smooth functioning of the programme especially where the programme is being replicated a continuous contact with the trainers and the authorities in the education department is extremely important.
- It has been realised that in the urban areas, the strategy of handing over the entire programme to the teachers is not working at all. Teachers do not go beyond songs, introducing the characters of Mel, Jol, and Aflatoon and the MELJOL slogan. Though Aflatoon clubs are formed in some schools no issue-based work is initiated by the children.
- Enthusiastic and self-motivated teachers conduct the programme effectively even in the urban areas.
- Instead of conducting refresher trainings for the teachers, MELJOL must focus its training on the newly employed teachers who would be oriented to the MELJOL programme.

## MELJOL'S OUTREACH

In the academic year 2003-04, MELJOL has reached out to 751 schools, 2975 teachers and approximately 122500 children.

Programmes	No. Schools / Organisation	No. of Children (Approx.)	No. of Teachers / Participants/ Parents
I. MUMBAI	68	17000	290
<i>a. Aflatoon School Programme</i>	68	17000	290
i. Teachers' workshops			123
ii. School level leadership camp	67	2000	67
iii. Zonal level camp	45	248	45
iv. Volunteers' workshop			29
v. Mela	26	480	26
II. THANE	46	8500	1688
<i>a. Navi Mumbai Municipal Corporation</i>			
i. Trainers Workshops	33		33
iii. Teachers' workshops	33		151
iv. Parents workshop			907
v. Leadership Camps	25	400	
vi. Volunteers' meeting	1		45
vii. Annual Event - Jallosh	30	248	30
<i>b. Child Rights Centres</i>	3	120	
<i>c. D. Ed</i>	13		592
III. REPLICATION PROGRAMME			
<i>a. Chandrapur District</i>	527	80000	729
i. Trainers' workshop	1		38
ii. Teachers' workshop	19		691
iii. Leadership camp	26	1371	
iv. Volunteers Workshop	1		8
v. Review Meeting	1		27
<i>b. Yawatnal District</i>	110	17000	268
i. Trainers' workshop	1		43
ii. Teachers' workshop	9		225
iii. Leadership camp	8	292	
iv. Volunteers Workshop	1		4
v. Review Meeting	1		22
TOTAL	751	122500	2975

The highlighted numbers reflect MELJOL's outreach for the year.

# PROGRAMMES

## MELJOL MUMBAI

### The Brihanmumbai Municipal Corporation (BMC) School Programme

#### Introduction:

In this academic year the MELJOL Aflatoon Programme was initiated in the Hindi and Urdu medium Brihanmumbai Municipal secondary schools. A Hindi Edition of the MELJOL Aflatoon Books was created by the MELJOL team, in order to ensure smooth implementation of the programme with the new teachers and children.

The ongoing programme in the Marathi schools, continued, with this year's theme, as suggested by the children, being a Childs Right to Education. Various activities were created based on the syllabus of the students of Std V – VII. A module was also created for Std VIII students based on their right to education.

Various workshops were conducted for teachers and children to ensure their effective participation in the programme.

#### Objectives:

- To sensitise children to their environment.
- To enable the children to identify issues of concern and to assist them in working effectively towards finding solutions to these issues and bring about a positive change in their environment.
- To create opportunities for children to exercise their Right to Participation.
- To give inputs on 'Right to Education' with the use of various innovative methodologies.

#### Activities:

##### Freshers Workshop with Hindi and Urdu medium schools

The MELJOL Aflatoon programme was initiated in the Hindi and Urdu medium schools from this academic year onwards. With permissions from the Education Department, teacher training workshops were organised for teachers from all the schools.

#### Objectives:

- To orient the teachers to MELJOL and its programmes.
- To provide guidelines to teachers on how to implement the MELJOL Aflatoon Programme at the school level.
- To create awareness and familiarise teachers to the concept of Child Rights & Responsibilities.

- To sensitise teachers to potentials of children and the need to encourage children to participate effectively and bring about positive change in their environment.
- To prepare a schedule of activities to be implemented through the year.
- To encourage and ensure formation of MELJOL Aflatoon Clubs at class and school levels.

*In all 40 teachers from 17 Hindi and Urdu medium schools participated in these workshops.*

#### Refreshers Workshop with Marathi medium school

The MELJOL Aflatoon Programme is ongoing in the Brihanmumbai Municipal Corporation Schools since 2000. Refresher workshops were conducted by the MELJOL team with the teachers to ensure that the programme continued in these schools, and focused on the MELJOL Aflatoon Book Series and the methods in which one could increase childrens' participation at the Aflatoon Club level.

#### Objectives:

- To review the programme implementation in the previous year and critically discuss the impact of the programme on the children.
- To elicit suggestions from the teacher to enhance the functioning of the programme.
- To re-emphasise the need for greater involvement from teachers.
- To re-emphasise the need for formation of MELJOL Aflatoon Clubs at the class level.
- To sensitise teachers to potentials of children and the need to encourage children to participate effectively and bring about positive change in their environment.
- To prepare a schedule of activities to be implemented over the year.

*In all 83 teachers from 30 schools participated in three refresher workshops conducted by the MELJOL team in the beginning of the academic year 2003-04.*

#### Workshop for Volunteers:

Over the last two years students from the NSS Unit of the S. K. Somaiya College have been volunteering to support teachers in conducting school level camps for children as a part of the MELJOL Aflatoon Programme.

A two-day workshop was conducted in collaboration with the NSS Unit of S.K. Somaiya College wherein 29 volunteers participated. These volunteers were equipped to assist teachers in conducting school level workshops in all the participating schools.

#### Objectives:

- To orient the participants to MELJOL and its various programmes.
- To equip the participants with necessary facilitation skills to assist teachers in conducting school level camps for children.
- To build capacity amongst the participants to undertake activities in the camps, children's meetings etc.
- To discuss the schedule of school level workshops.

During the workshop a few sessions from the Aflatoon books were conducted in order to give the volunteers a clearer picture of how the programme is to be conducted. Through active participation, the volunteers were able to understand the programme and their role better.

Each volunteer was allotted four schools where their major responsibility was to assist teachers at the school level camps. The volunteers were provided with a set of Marathi and Hindi Aflatoon books, a schedule and timetable of the workshops, and a MELJOL identity card.

#### School Level Camps:

As per the schedule in this academic year, the school level camps were organised and conducted for all the participating Marathi, Hindi and Urdu medium BMC secondary schools in the month of August 2003.

These camps focussed on developing and enhancing leadership skills amongst children. At the same time children were exposed to various methodologies that would assist them whilst working on the issues selected. The issues selected by children in this academic year included school cleanliness, school dropouts and problems related to school infrastructure.

MELJOL facilitators visited schools randomly during this period to get a feel of how the programme was developing in this academic year.

#### Objectives:

- To reinforce sessions from the MELJOL Aflatoon books.
- To enhance leadership qualities in the class representatives.
- To elect school representatives for zonal level camps.
- To facilitate the process of issue selection at the class and school level which will enable them to exercise their right to participation effectively.
- To instill confidence in the children to work on various issues at the school level.
- To prepare a plan of action for the current academic year.

School level camps were conducted in 37 Marathi medium secondary schools, 19 Hindi medium secondary schools and 11 Urdu medium secondary schools. From all schools approximately 2000 children participated in these camps. The participating children were the elected representatives from the Aflatoon clubs of Std. VI to VIII. All the camps were conducted and facilitated by the teachers and volunteers who were trained by MELJOL.

### Volunteers Meeting:

After the completion of the school level camps, a volunteers meeting was organised to get a feedback about the camps. Overall, the volunteers felt that the camps were successful and they found the children to be extremely enthusiastic. Most children were aware of MELJOL and its activities. They however felt that the extent of teacher's participation could have been better. Volunteers were given a certificate of participation at this meeting. A written feedback from each volunteer was taken to get a clearer picture of how the school level camps were conducted in each school.

### Zonal Level Workshop:

In the third phase of the MELJOL Aflatoon BMC school programme, two-day residential Zonal level workshops were conducted for participating children in the month of November and December '03. These workshops were conducted for all the participating Marathi/Hindi/Urdu medium secondary schools. Children who were elected as Aflatoon Club representatives at the school level camps participated in these camps.

### Objectives:

- To reinforce sessions conducted by the teachers in their individual schools.
- To recapitulate what the children had understood during the school level camps.
- To sensitise children on the various issues selected by them.
- To create awareness of the use of different methodology in the process of change and the issue selected by them amongst the general population.
- To focus on a plan of action to be followed based on the issue selected.

Various resource people were invited to conduct sessions with the children on the issues listed out by children in the school level camps, which were of great concern to them. At the camp all sessions were interspersed with MELJOL songs and dances, which relaxed the children and at the same time energized them to carry on with their sessions. The participants spent their evening at the beach, enjoying themselves under the watchful eyes of their teachers and the MELJOL team. Teachers helped the MELJOL team in conducting the sessions and actively participated in all the activities.

The children participated enthusiastically in all the activities conducted during the workshops. At the end of the workshop, the participating schools were ready with their plan of action and were very eager to participate enthusiastically during the upcoming annual event. The children expressed that such workshops should be organized more frequently and should be of more than two-day duration. The teachers expressed that children from municipal schools do not get such opportunities and this was really a rare experience for them where they got an opportunity to get away from their

existing environment and got an opportunity to show their hidden talent to others.

At the end of the camp the children were presented with a certificate of participation by MELJOL.

*Six Zonal level workshops were conducted, each for the duration of two days. In all 248 children (from 45 schools) and 45 teachers participated in these workshops.*

**MELJOL Aflatoon Bal Mela:**

The MELJOL Aflatoon Bal Mela was held on 4<sup>th</sup> February 2004, for the participating schools in Mumbai. The Mela was inaugurated by children in an innovative and child friendly manner. As the theme for the mela was 'Clean School and Healthy Environment, all the activities in the mela were focussed on the theme. Many schools had prepared interesting and informative posters on the topics, which were displayed at the mela. Many schools also performed skits on this theme. Many organisations who work towards creating an awareness on the importance of healthy environment were invited to display their material and provide the children with more information on this issue. All the schools were given a sapling to take back to school and plant in their compound.

*Approximately 480 children from 26 schools participated in this mela.*

**Review Visits:**

Review visits were conducted to get a feedback from all the participating schools. In all 41 schools were visited in this semester. This year children selected issue of 'clean school and healthy environment' to work at school level. Questionnaires were prepared to gauge the children's understanding about MELJOL, Child Rights, formation of Aflatoon club, selection of issue, implementation of MELJOL Aflatoon books.

**Feedback:**

- All the participants in the teachers workshops including new teachers were very enthusiastic and showed willingness to implement the books in their respective schools. The teachers of the Hindi and Urdu medium schools were clearly able to see how they would be able to incorporate the programme in their regular curriculum.
- Teachers felt that activity based work will be helpful to gain children's participation in the programme as well as to build a confidence in them to work on issues selected by them.
- The number of teachers were less then expected especially in the Hindi and Urdu medium schools. Various reasons were given for this. For e.g. lack of staff, all teachers could not attend the workshop as children would have to be left alone in the school etc. The MELJOL team spoke to the teachers

present who have agreed to discuss the programme in detail with others in their respective schools. MELJOL team members would also visit the schools and strengthen this process.

- Teachers have realised that they can refer to the MELJOL Aflatoon books while teaching school syllabus and co-relate between the two. The implementation of the books therefore will be a continuous process and will help teachers to make the children think differently with the use of innovative methods.
- It was observed that 64% of the children participated in all the activities undertaken in this academic year. Children eagerly and enthusiastically participated in all the activities during the camps. They showed a keen interest in selecting issues at their school level and working together in order to solve the selected issues.
- During the school level camps what clearly emerged was the problem of a lack of cleanliness in the schools. It was unanimously decided by the children to work on the same during the zonal level camp.
- In 48% of the schools reviewed, Aflatoon clubs were functioning with the help of teachers.
- In all participating schools, the impact of the programme on the children was good.
- In most schools, school level camps were conducted by the teachers.
- The teachers who conducted the camps in their respective schools did so effectively, however it was observed that in some schools teachers did not take the initiative to conduct the camps and hence the full responsibility was on the NSS volunteers who managed to conduct the camps on their own.
- In a few schools, teachers had not initiated the MELJOL programme and hence children were not aware of MELJOL and its activities. In these schools it was observed that children had been randomly selected for the camp and there had not been any election process followed.
- The volunteers participated enthusiastically during the school level camps and played an important role during the camps, as they were also able to assess the levels of implementation of the programme in all the schools.
- It was clear that most of the children had understood Child Rights and Responsibilities and the importance of their right to participation.
- The MELJOL methodology of using child-friendly interactive activities and songs was well received by the children who enjoyed themselves a lot.

## MELJOL THANE

### Introduction:

The MELJOL Aflatoon School programme was initiated in the Navi Mumbai Municipal Corporation (NMMC) schools in the academic year 2002-03 with active support from the Education Department. In the academic year 2003-04, the education officer suggested that MELJOL focus its activities on 'Childs Right to Education', as the department was focusing all its energies towards ensuring that education became a joyful experience for the children.

### Objectives:

- To orient the teachers to MELJOL and its programmes.
- To create awareness and familiarise teachers to the concept of Child Rights & Responsibilities.
- To sensitise teachers to potentials of children and the need to encourage children to participate effectively and bring about positive change in their environment.
- To build self-confidence and encourage participation of children in the education process.
- To provide guidelines to teachers on how to implement the MELJOL Aflatoon Programme at the school level.
- To create an awareness about the need and importance of education today.
- To create a positive attitude towards education among children.
- To create a sense of responsibility among children in relation to education.
- To motivate children to use their skills and creativity to make education joyful.
- To build positive relationship among children, teachers and parents.

The Aflatoon school programme has reached out to 33 schools (Hindi, Marathi and Urdu) of Std. V, VI and VII and has covered approximately 8,500 children, 189 teachers and 907 parents, in the academic year 2003-04.

### Meeting with the Education Authorities:

A meeting with the Education Authorities was conducted to discuss the details of the programme for this academic year. The meeting also emphasised on the role and responsibilities of the Education authorities and the need for their active support to implement the programme. The Education officer, a member from the Education Council, Coordinator, Administrative Officer and the MELJOL team were present for this meeting.

Objectives:

- To orient the authorities to MELJOL and its programmes.
- To provide information regards the programme to be implemented in the academic year.
- To specify the roles and responsibilities of the Education authority for the effective implementation of the programme.
- To discuss the programme and get suggestions from them regarding the same.

Training Of Trainers Workshop:

A training of trainers workshop was conducted in the beginning of this academic year on the suggestion from the authorities in the Education department, who felt that there should be a group of trainers who should be prepared to implement the programme independently so that the programme could be effectively sustained over the years.

At this workshop trainers were provided with information and skills to conducted teachers training workshops. They were given an opportunity to explore their creativity and skills to conduct the teachers workshop.

Objectives:

- To create enthusiasm among the trainers to conduct the teacher training workshops.
- To equip the trainers with necessary skills to enable them to effectively conduct the teacher training workshops.
- To prepare the group of trainers to conduct various activities on their own.

*A 2-day non-residential workshop was conducted for a selected 33 teachers.*

Teachers Training Workshops:

The teacher training workshops were conducted for teachers of Std. V, VI and VII of all the mediums (Marathi, Hindi and Urdu). The trainers and MELJOL team representatives jointly conducted the workshops.

These workshops focused on the 'Child's Right to Education' with an emphasis on children's responsibilities in the education process. The teachers were provided with a module in order to assist them whilst implementing sessions and activities at the class and school level.

Objectives:

- To provide training to teachers based on the module for the effective implementation of the programme.
- To clarify the roles and responsibilities of the teachers in relation to the implementation of the programme.

*In all 151 teachers participated in the five workshops conducted by the trainers with guidance from the MELJOL team.*

Fresher's Teachers workshop:

A teacher's workshop was conducted for the newly employed teachers in the NMMC Schools to orient them to the programme and ensure that the programme implementation carries on smoothly.

Objectives:

- To orient them to MELJOL and the Aflatoon School programme.
- To equip the teachers with necessary facilitative skills in order to ensure that they will implement the programme as per the module.
- To specify their roles and responsibilities.

The participating teachers expressed that the MELJOL programme should be implemented in schools. Most of the participating teachers said they will conduct the MELJOL programme in their respective schools.

*The workshop reached out to approximately 25 teachers of Pimpri, Dahisar and Vaklan school.*

Parents Meeting:

In the academic year 2003-04, for the first time in MELJOL's history, parents meetings were conducted in the beat schools of the Navi Mumbai Municipal Corporation.

Objectives:

- To orient the parents to MELJOL and its various programmes.
- To create an awareness among parents about the need and importance of education in a child's life today.
- To motivate them to participate actively in the child's education process.
- To strengthen the relationship between children, teachers and parents.
- To motivate parents to explore the possibility of starting 'study groups' in the community.

These meetings were very successful and parents showed a keen response towards holding such meetings on a monthly basis. During the meetings parents also discussed issues of gender discrimination and illiteracy. A few parents volunteered to start study groups in their community without any monetary gains.

It was observed that most of the parents were eager to ensure that their children be educated however lack of confidence and awareness on how to motivate their children to study was proving to be a hindrance in this process.

*907 parents from 9 schools participated in these 2 hour meetings from the Navi Mumbai Municipal Corporation schools.*

#### Aflatoon Camps:

The Aflatoon camps were conducted for the representative children (3 children from each school) of Std. V, VI and VII. The camps focused on creating an awareness and making them realize the importance of education in order to be responsible and sensitive individuals, who are able to take positive decisions in various critical situations enabling them to bring about positive changes. The camp also focused on providing guidelines and motivating children to work on the class projects and study groups.

#### Objectives:

- To get feedback from children about the programme implementation at school level.
- To provide children with necessary skills to enable them to work on various projects based on the topic.
- To create awareness about the importance of education and related responsibilities for self-development.

*In all 400 children from 25 schools participated enthusiastically in the camps.*

#### Culmination Event:

The culmination event 'Jalosh' a residential camp for the representative children of the NMMC schools was organised by the MELJOL team. The major focus of this event was on 'education'. MELJOL had invited resource persons from different organizations to showcase innovative methods in which education can be experienced which was knowledgeable as well as fun to do. The resource persons were able to create a lot of enthusiasm amongst the children and gave them an opportunity to explore their ability and skills to use various methodologies making education more joyful and interesting. The programme achieved all its objectives and gave the children an opportunity to put forth their projects developed by them in schools.

The programme focused on various academic subjects like languages, maths, science, social science, craft, music and theatre. Jalosh also had an interactive session on phobias children had in relation to education

*Approximately 248 children of Std. VI and VII from 30 schools participated in the event.*

### Volunteers Workshop:

A volunteers workshop was conducted with students of the NSS unit, Modern College, Vashi. This workshop was conducted to gain local volunteer support in activities like camps, review visits and the culmination event.

The volunteers expressed that they liked the workshop and were ready to support the MELJOL Aflatoon programme.

### Objectives:

- To orient the volunteers to the MELJOL programme.
- To create awareness on citizenship building among volunteers.
- To gain the support of volunteers for MELJOL's various activities.

*45 volunteers participated in the 2-day Workshop conducted for the students of the NSS Unit of Modern College, Vashi.*

### Review Visits:

During the parents meeting, a review visit was conducted in nine schools. A verbal feedback both from teachers and children were obtained. It was visualized that very few schools were conducting the programme. The facilitator spoke to the principal and motivated them to implement the Aflatoon school programme and work on various projects as suggested in the module.

The second review visit was conducted randomly in 16 schools with the help of NSS volunteers of Modern College, Vashi. A questionnaire was developed to obtain feedback from children, teachers and principals. It was observed that most of the schools had provided conceptual inputs to children on MELJOL. The children lacked the inputs and motivation to work on the activities suggested. Aflatoon Clubs were established but no activities had been conducted in the clubs except in two schools (Pimpri and Airoli). The children also lacked inputs on the issue of education.

### Feedback:

- Compared to the previous year's implementation, the implementation level in this year was much better.
- The objectives of the Jallos programme were achieved with inputs provided by the resource persons and the MELJOL team.
- The MELJOL programme was given due recognition by the authorities of NMMC, local representatives, political leaders and the press after the success of the Jallos Programme.

## MELJOL RURAL

### Introduction:

The MELJOL Aflatoon programme is being implemented in the Thane District since the year 2000. Though MELJOL has been denied permission to continue its programmes in the Zilla Parishad Schools from this academic year, the organisation has been able to conduct workshops for the teachers for varied programmes in the Thane District. MELJOL has been able to convey a number of its key messages through these programmes to ensure sustainability of the programme.

### Activities:

#### Workshop for Asha Project:

The Asha Project invited MELJOL to conduct a three-day residential trainers workshop for selected teachers of the Zilla Parishad Schools, Thane District, with a focus on children's right to survival especially in the area of health and sanitation.

#### Objectives:

- To equip the trainers with skills to be able to conduct future trainings as resource persons.
- To provide necessary skills, values and knowledge to trainers for conducting workshop and children's camp.
- To create an awareness on the child's right to participation and right to survival.
- To strengthen Aflatoon Club and Bank activities in all the schools previously in the MELJOL Aflatoon Programme in Thane district.

*33 participants from different blocks of Thane District participated in this three-day residential workshop held in Vikramgarh.*

#### D.Ed Programme:

MELJOL has been working in partnership with teachers over the years. One of MELJOL's major learnings have been that no matter how efficient and hard working teachers may be, like all other human beings they also have several prejudices / mindsets which hamper their communication of various issues to the children. MELJOL makes continuous efforts to bring about a change in these mindsets through its various training workshops.

Based on this learning, MELJOL felt that in order to make its programmes more effective it was very crucial to work with teachers undergoing teachers training in various B. Ed, D. Ed colleges in Thane District. Teachers would be sensitised about Child Rights & Responsibilities and the importance of children's participation to bring about a positive change in their environment.

On an experimental basis, in this academic year a programme was conducted with students of 13 teacher training colleges in Thane District, which aimed at imparting a rights oriented perspective among the students in the D. Ed colleges in Thane District.

Objectives:

- To orient the participants to Child Rights and Responsibilities.
- To discuss existing stereotypes and clear misconceptions.
- To motivate the participants to play an active role in encouraging children to think for themselves and participate actively in bringing about a positive change in their environment.
- To adopt child-friendly and interactive methodologies while working with children to make teaching more effective.

A module was created for the participating students and three one-day workshops were conducted for the students throughout the year.

Workshop 1: Child Rights and Responsibility

Objectives:

- To create an awareness about the UN Convention on Child Rights and Responsibilities.
- To sensitise the participants to Child Rights and Responsibilities.
- To equip the participants on methodologies through which they can sensitise the children to their rights and responsibility.
- To encourage participation and how they as teachers can empower children to exercise this right.

Workshop 2: Need and importance of child friendly and interactive teaching – learning process.

Objectives:

- To introduce MELJOL's child friendly and interactive methodologies.
- To enhance their skills to use this methodology.
- To discuss ways in which to develop their own and children's personalities in a positive manner.
- To share with the participants various activities that enhance the teaching – learning processes.

Workshop 3: Value Education

Objectives:

- To emphasis importance of inculcating values amongst children.
- To share with the participants child friendly methods in which to impact value education.
- To address participants prejudices and stereotypes.

In the month of May 2004, MELJOL plans to organize a culmination event, which will showcase the understanding of the participants regarding Child Rights and Responsibilities and how they will integrate this concept in their teaching careers.

Objectives:

- To provide an opportunity for the participants to express what they have understood from the workshops through role-plays, posters, songs etc.
- To introduce the participants to a different method of evaluation.

*In all 592 students from 13 D. ed colleges in Thane District participated in this programme.*

Child Rights Centre:

Providing children with an opportunity to exercise their right to participation is the focus of all MELJOL's activities. However, children's potential remains underused because of lack of exposure and opportunities, especially in the rural areas and in the slum communities. Apart from school, children in these areas never get an opportunity to interact with each other. Children's potentials as regards art, culture, dance, drama, music and other aesthetics of life are often ignored. They do not get a chance to venture out of their villages and slums.

MELJOL initiated three Child Right Centres at Raya village (Kalyan Block), Dahisar village (NMMC), Pimpari village (NMMC), to provide these opportunities to children at community / village level on an experimental basis.

Objectives

- Creating awareness among children about the United Nations Convention on the Rights of the Child 1990.
- Instilling among children a sense of responsibility to translate the awareness of their rights into action.
- Sensitising children to one another and to their environment.
- Developing an understanding and sensitivity on the issues of the children and as regards the social issues such as gender, class, caste and religion.
- Strengthening the processes for child participation at community levels.

Children from all the three villages worked on the following issues at village levels: tree plantations, cleanliness, garbage management, immunisation, dropping out of school, substance abuse. Theatre workshops were also conducted for the children from Pimpari village as part of the programme.

*In all 120 children participated in the centres on a regular basis.*

## Replication of the MELJOL Aflatoon School Programme in the Districts of Chandrapur and Yawatmal in Maharashtra State.

The MELJOL Aflatoon programme is ongoing in all the Zilla Parishad schools in Rajura and Korapana blocks, Chandrapur district and in the Digras block in Yawatmal District. In this academic year, child marriage, environment protection, guthka and safe drinking water were the issues focused on. MELJOL initiated its programme in Std III & IV of the primary school in these blocks.

Books and manuals were created keeping in mind the suggestions given by the teachers and trainers.

Students from selected schools were administered a pre and post test to gauge the impact of the programme.

### Objectives:

- To create awareness about Child Rights and Responsibilities among the children.
- To provide additional inputs to the regular MELJOL Aflatoon programme.
- To increase the confidence levels of the children and motivate them to work towards bringing about a positive change in their environment.
- To sustain children's participation in teaching and learning process through joyful education.
- To ensure that the programme is effectively implemented in all the blocks.

### Ongoing programme in upper primary schools

#### Material Creation:

In this academic year, the programme focused on the issues of child marriage and environment protection. MELJOL created a module based on these issues to enable teachers to approach the subject in a child-friendly manner. The modules were given to all the participating teachers during the training workshop.

#### Training Of Trainers:

A three-day residential workshop was conducted for the trainers with the objective of equipping them with sufficient skills to be an effective team of resource person who will conduct teachers training and children's camp at the cluster level.

### Objectives:

- To reinforce the trainers understanding of the MELJOL programmes and its varied activities.
- To equip trainers with the necessary skills to conduct teacher training workshops and leadership camps for children.

- To initiate the process of handing over the full responsibility of implementing the MELJOL Aflatoon programme on their own in the next year.
- To motivate the trainers to follow up regularly with teachers and ensure that they implement the programme at the school level.

*In all 38 trainers from 153 schools in Chandrapur District and 43 trainers from 25 schools in Yawatmal District participated in these training workshops.*

#### Teachers Training Workshop (Upper Primary School):

One-day non-residential workshops were conducted by the trainers for the teachers. The MELJOL team was present at these workshops to support and guide the trainers. The main objective of these workshops was to share the plan of action for this academic year with the teachers and enable them to sustain these activities in their respected schools. The workshop encouraged teachers to form Aflatoon clubs and establish Aflatoon Banks in all the participating schools. Modules were given to enable teachers to get involved in issue based work at the Aflatoon Club level.

#### Objectives:

- To review the MELJOL programme implemented by the teachers in the previous year.
- To share with the teachers the newly developed plan for the year
- To provide inputs to teachers on the selected issues such as Child Marriages and Environmental Protection in the Chandrapur district and Anti-gutkha campaign and Safe drinking water in the Yawatmal district.
- To share with the teachers the rationale behind the new activities.
- To emphasise child's right to participation and ways in which teachers could provide opportunities to children to enable them to exercise it.
- To reemphasise important concepts in the MELJOL Aflatoon programme, such as Child Rights and Responsibilities, club and bank formation and issue based work at the school level.

*272 teachers participated in these workshops.*

#### Leadership Camps:

MELJOL organized two-day non-residential camps for children at the cluster level, in this academic year. These leadership camps were organized to enable more children to participate. MELJOL created posters for the children in order to bring about a better understanding of the selected issues among children. These were distributed to all the participating schools.

Objectives:

- To get a feedback from the children about the implementation of the programme in the previous year.
- To strengthen Aflatoon clubs at the school level.
- To formulate a plan of action for the issues selected at the school level.
- To formulate a plan of action on the two selected issues vis child marriages and environmental protection in the Chandrapur district and anti-gutkha and safe drinking water in the Yawatmal District.
- To reinforce messages given through the sessions from the MELJOL Aflatoon Books.
- To enhance leadership qualities in the class representatives.
- To enthuse children to save money and to utilise the saved money responsibly.
- To instill in the children the confidence to work on various issues at the school level.

*In all 34 camps were conducted in which 1663 children participated.*

Volunteers Workshop:

In this year, in consultation with UNICEF, it was decided that MELJOL will evaluate the implementation of the programme in all the participating schools from both the districts. A one-day non-residential workshop was organized for volunteers in which 12 volunteers participated.

Objectives:

- To orient the volunteers to the MELJOL Aflatoon Programme.
- To create an understanding of the programme that is being implemented in the zilla parishad schools.
- To provide the necessary knowledge and skills required to evaluate the MELJOL Aflatoon Programme.

Initiation of the Primary school programme {Std III – IV}

On request from the Education Department and UNICEF, the MELJOL programme was initiated in the primary schools of the selected blocks in Chandrapur and Yawatmal District in the academic year 2003 – 04. The programme was implemented with the teachers and students of Std. III & IV. The programme was designed to support the existing school curriculum for Std III & IV and provide inputs in a manner which makes learning a joyful experience. The MELJOL team created books linked to the existing curriculum to enable teachers to effectively implement the programme.

### Teachers training workshop:

Two day non-residential camps were organized for teachers of the participating schools with the objective of training teachers to implement the MELJOL programme in their schools in a joyful manner ensuring that children are interested enough to attend school regularly and curb the menace of drop out in the schools.

### Objectives

- To discuss the need and importance of making learning a joyful experience.
- To emphasize the need for child friendly and activity based teaching.
- To provide inputs on how the programme can be implemented in the schools with the help of books and the manual.
- To encourage teachers to use their own creative skills while implementing the program.
- To motivate teachers to implement the programme in their respective schools.

*In all 644 teachers from 435 schools participated in these workshops.*

### Pre and Post Testing of selected schools:

It was decided in the beginning of the academic year that pre and post tests would be administered to the participating children, to gauge the impact of the programme.

Six schools from Chandrapur district namely Devada, Aheri, Dhoptala township, Patan, Wansadi, and Bivi and five schools from Yawatmal districts namely Tuptakali, Mandava, Chirkuta, Kandali, Isapur were selected to conduct these tests. The schools from semi-urban, rural and tribal settings each were selected to get representative samples of all types of schools.

At the end of the academic year, the MELJOL team members conducted post tests and evaluated the six selected schools. From the post-test results it was understood that there was a significant change in the level of awareness among children as regards the selected issues like of child marriage, environment, substance abuse and safe drinking water.

### Trainers Review Meeting:

As trainers play an important role in the implementation of the programme a review meeting was conducted with them. In this meeting 27 trainers participated. Following are the suggestions given by the trainers in the meeting:

- Kendra Pramukhs should be actively involved in the planning, execution and evaluation of the programme.
- The Aflatoon Bank activity should be further strengthened by providing pass-books to all the children.

- Children from primary school should also be involved in the cluster level camps and Melas.

Feedback:

- It was observed that all the trainers were well acquainted with the MELJOL programme and ideology. They were now in a position to implement the programme with minimal support and guidance from MELJOL. Trainers have taken-up the ownership of the programme to a large extent.
- The participation levels of female trainers has increased substantially as compared to those in the last year.
- Large number of children participated in the cluster level camps resulting in better dissemination of the messages and better implementation of work at the school level.
- Almost all schools have formed Aflatoon clubs and established Aflatoon banks at the school level.
- The Aflatoon Book series for Std. III and IV was appreciated by trainers, teachers and children.
- The primary school programme has been well received by children and teachers.
- In this academic year, issues like child marriage, substance abuse etc. were selected by the children. The programme was implemented with active involvement of both teachers and children.
- Trainers expressed that they will like to associate with MELJOL in all its future endeavors.

## STAFF DEVELOPMENT

The MELJOL team attended/participated in the following workshops/seminars:

- 'TEL Collaboration' – A workshop on The Innovative Learning Initiative in Delhi organised by Ashoka – Innovators for the Public.
- MEENA Workshop at Amravati organised by UNICEF.
- Team members attended life skill development workshop at Dahanu, which was organized by UNICEF.
- Workshop on 'Akshar Kushal Programme' by Maharashtra Prathmik Shikshan Parishad on evolving innovative strategies for improvement of mathematics and language skills in primary schools.

The MELJOL team was invited to conduct the following workshops/sessions:

- A series of workshops were conducted for children of DOORSTEP school on Health and Hygiene.
- Workshop conducted for Teachers from 'M' ward on Human Rights for the Tata Institute of Social Work field action project HUM.
- Workshop conducted for Children from 'M' ward on Human Rights the Tata Institute of Social Work field action project HUM.
- Workshop conducted with NSS students from Maharashtra College on creating an awareness about various social issues.
- Workshop conducted for NSS students of Modern College, Vashi on Gender sensitivity.
- Workshop conducted for Media Matters on sensitizing children towards child domestic workers.

## ACKNOWLEDGEMENTS

### Our Donors

- *In Mumbai*  
Ammada Trust  
Gayatri Education and Medical Research Foundation.  
M.K. Tata Trust  
Ms. Lata Narayan  
Mr. Jeronimo Pinto  
Ms. Jeroo Billimoria  
N.M. Wadia Charities  
United Way of Mumbai.
- *In Thane*  
UNICEF, Mumbai.  
Navi Mumbai Municipal Corporation - Education Department
- *In Chandrapur & Yawatmal*  
UNICEF, Mumbai and PEEP Cell Chandrapur jointly funded the Chandrapur & Yawatmal programme.

### Our supporters in the Government

- Mumbai Urban  
Mumbai Education Department, Brihanmumbai Municipal Corporation  
Mr. Ajit Deshpande – Education Officer.  
Mr. Abasaheb Jadhav – Deputy Education Officer.  
Mr. Vijay Tikekar – Superintendent, Secondary Municipal Schools.  
Mr. Suresh Raut – Administrative Officer, 'D' Ward.  
Mr. Mishra – Head Master, Gilder lane Municipal Secondary School.
- Thane  
Mr. Nirmal Kumar Deshmukh – C.E.O. (Zilla Parishad, Thane)  
Chairman and Vice Chairman of Zilla Parishad, Thane.  
Mr. Bharati – Education Officer Zilla Parishad, Thane.  
Mr. S.B.Mali – Project Officer, Asha Project of Zilla Parishad, Thane.  
Mr. Maruti Waghmare – Ext. Officer Asha Project of Zilla Parishad, Thane.  
Block Education Officer of all the 13 Blocks.  
Extension Officer, Kendra Pramukh, Trainers, Head Masters, Teachers.

Navi Mumbai Municipal Corporation

- Mr. Vichare – Chairperson, Education Department
- Mr. Desale – Education officer, Education Department
- Mr. Gaikwad – Administrative Officer, Education Department
- Mr. Hanurkar – Coordinator S.S.A Project, Education Department

All the members of Education Council

All the Departments of NMMC:

- Public Relation Department
- Press Department
- Electricity Department
- Water Department

All the staff of Education Department.

- Mr. Kamble – Police Commissioner office - Police Commissioner
- Mr. Salunke – Deputy Police Commissioner
- Mr. Tamaichekar – Assistant Commissioner Police

Modern College, Vashi

- Coordinator NSS Unit.
- NSS Students

- Chandrapur

- Mr. Shishir Ghonmode – Education Officer
- Mr. Ramrao Chavan – Officer, PEEP Cell
- Mr. Arun Kakade – Officer, PEEP Cell
- Mr. Vasekar – (B.E.O Rajura Panchayat Samitee)
- Mr. Ratnakar Bhende – (B.R.C. Rajura)
- Mr. Randive – (Additional B.E.O Korapana Panchayat Samitee)
- Mr. Bhagwan Kumbhare – (B.R.C. Korapana)
- Mr. Pulevar – (Additional B.E.O Rajura Panchayat Samitee)

Kendra Pramukhs, Head Masters, Trainers and Teachers.

- Yawatmal

- Mr. S. Munwar – Education Officer
- Mr. Engole – Block Education Officer, Digras

Teachers in the committee formed for implementing the MELJOL programme:

- Mr. Prasad Deshpande
- Mr. Avinash Joshi
- Mr. Gajanan Tundalwar
- Mr. Gajanan Chivade

## Our Collaborators

MELJOL Mumbai  
Brihanmumbai Mahanagar Palika Education Department  
Childline India Foundation  
Committed Communities Development Trust.  
Ashoka Innovators for the Public.  
Hamara Club.  
NSS Unit K.J. Somaiya College, Vidyavihar.  
Door Step  
Tata Institute of Social Sciences (Department of Extra Mural Studies)  
PETA (People for the ethical treatment of animals)  
J.J. Hospital Nursing Association  
Colgate Palmolive India Limited  
Saathi  
Stri Mukti Sanghatana  
Andhashraddha Nirmulan  
Main Stream

MELJOL Thane  
Zilla Parishad, Thane  
Maharashtra Prathamik Shikshan Parishad, Mumbai  
UNICEF, Mumbai  
All volunteers who paid the monitoring visits to all the project schools.

Chandrapur  
Zilla Parishad, Chandrapur  
Panchayat Samitee Rajura and Korapana  
UNICEF, Mumbai

Yavatmal;  
Zilla Parishad, Yavatmal  
Panchayat Samitee Digras  
UNICEF, Mumbai

All the Volunteers

## THE IMPLEMENTING TEAM

Executive Secretary      Kamal Damania

Deputy Director          Sumitra Ashtikar

*Mumbai:*                      Medhavinee Namjoshi (till April 2003)  
Mangala Tambe  
Prashant Adivarekar  
Ramesh Arekar  
Amitangshu Acharya \*  
Ekta Nandwana \*  
Krupa Pednekar \*  
Zahabia Methiwala (till June 2003)

*Thane:*                         Ajay Devrukhkar  
Arvind Poddar (till November 2003)  
Chitra Patil  
Deepak Patil  
Dhiraj Kapoor \*  
Hemangi Joshi (till April 2003)  
Rajni Pise (till April 2003)  
Smita Dhamapurkar (till March 2004)  
Thukjay Tashi \*  
Snehal Velkar \*  
Sushma Gholap  
Vikas Kamble (till April 2003)

*Pune:*                            Abhijit Deshmukh (till December 2003)

*Bangalore:*                    Supriya Naidu (till August 2003)

*Replication Programme:* Rajashree Zagade

- \* Students from Tata Institute of Social Sciences placed with MELJOL for their field work placement in 2003-2004.

## MELJOL: Credibility Alliance norms

<b>1. IDENTITY</b>	
<b>Principle: The organisation should exist and be registered</b>	
<b>Existence</b>	
• The organisation has been in existence for a minimum of 1 year from date of registration	(✓)
• The physical address given by the organisation is verifiable	(As per disclosure 2)
<b>Legal Status</b>	
• The organisation is registered as Trust / Society / Section 25 Company.	(As per disclosure 2)
• Registration documents of the organisation are available on request	(✓)
<b>2. VISION AND IMPACT</b>	(As per disclosure 1)
<b>Principle: The organisation be able to state what it is aiming to do and that it can also state achievements related to its aim.</b>	
<b>Vision / purpose / objectives</b>	
• A shared vision/purpose/objective is articulated beyond the registration documents.	(✓)
<b>Impact / Achievement / Output / Performance</b>	
• The organisation has defined indicators, which will measure its performance against its stated objectives.	(✓)
<b>3. GOVERNANCE</b>	(As per disclosure 3)
<b>Principle: The organisation is committed to and practises good governance specially because voluntary organisations draw upon public funds.</b>	
• The organisation has a Governing Board, by whatever name called.	(✓)
• Composition of the Board:	
◆ At least 2/3 of Board members are unrelated by blood or marriage	(✓)
◆ The organisation discloses name, age, sex, work experience, and position of Board members	(✓)
◆ Not more than half the Board members have remunerative roles	(✓)
• The Board meets at least twice a year with quorum	(✓)
• All remuneration and reimbursements to Board members are to be disclosed	(✓)
• Minutes of Board meetings are documented and circulated	(✓)
• A Board Rotation Policy exists and is practised	(✓)
• The Board approves Programmes, budgets, annual activity reports and audited financial statements	(✓)

<ul style="list-style-type: none"> <li>The Board ensures the organisation's compliance with laws and regulations</li> </ul>	(✓)
<b>4. OPERATIONS</b>	
<b>Principle: The organisation must conduct its Programmes and operations efficiently and effectively in the public interest</b>	
<b>Programme</b>	
<ul style="list-style-type: none"> <li>Activities to be in line with the vision/ purpose/ objective of the organisation</li> </ul>	(✓)
<b>Management</b>	
<ul style="list-style-type: none"> <li>Appropriate systems be in place for: <ul style="list-style-type: none"> <li>Periodic Programme planning/ monitoring/ review</li> <li>Internal control</li> <li>Consultative decision-making</li> </ul> </li> </ul>	(✓)
<b>Human Resources</b>	
<ul style="list-style-type: none"> <li>Clear roles and responsibilities for personnel (including volunteers) exist</li> <li>All personnel are issued a letter of contract/ appointment</li> <li>Appropriate Personnel Policy is in place</li> </ul>	(✓)
<b>5. ACCOUNTABILITY AND TRANSPARENCY</b>	
<b>Principle: Organisations be accountable and transparent to internal and external stakeholders</b>	
<b>Accountability</b>	
<ul style="list-style-type: none"> <li>Signed audited statements are available: balance sheet, income and expenditure statement, receipts and payments account, schedules to these, notes on accounts and the statutory auditor's report</li> </ul>	(✓)
<b>Transparency</b>	
<ul style="list-style-type: none"> <li>The organisation's Annual Report be disseminated/ communicated to key stakeholders and available on request every year, within 8 months of the end of the organisation's financial year.</li> <li>The distribution of staff according to salary levels must be disclosed in the annual report</li> </ul>	(✓)

## Disclosures as per Credibility Alliance norms

### 1. Origin and brief history of the organisation:

MELJOL is a non-governmental organisation, focussing on fostering healthy attitudes in children, sensitising them about children from different backgrounds, in order to create a society wherein different people co-exist. The United Nations Convention on the Rights of the Child serves as the framework within which MELJOL bases its interventions. MELJOL was initiated in 1991, as a field action project of the Department of Family and Child Welfare, Tata Institute of Social Sciences. MELJOL is now registered under the Societies Registration Act (1860) and Bombay Public Trust Act (1950). Besides Mumbai, MELJOL has branches in Thane (Urban and Rural) and Pune.

MELJOL believes that children have rights and linked to these rights have responsibilities which they need to be made aware of. It is only when children are aware of their rights that they can respect the rights of everything in the environment (living and non-living). MELJOL seeks to develop children's citizenship skills by focussing on their rights and responsibilities and providing them opportunities to contribute positively to their environment. Thus, 'Equal rights, opportunities and respect for all,' forms the basis of MELJOL's philosophy.

### 2. Registered address:

#### **MELJOL**

117, Gilderlane Municipal School,  
3<sup>rd</sup> Floor, Off. Belasis Bridge,  
Opp. Mumbai Central Local Station,  
Mumbai – 400 008.  
Tel: 23081050 / 23006428

[Regd. under the Societies Registration Act 1860 – No.801, 1999 of 23/6/1999  
Regd. under the Bombay Public Trust Act 1950 – No.F-21744 of 11/1/2000  
Regd. under Sec. 12A of Income Tax Act, 1961, No DIT(E)/MC/12-A/34492/99-2000

### 3. Details of board members:

- |                                       |  |
|---------------------------------------|--|
| <b>Dr. Armaity Desai</b>              | : Former chairperson, University Grants Commission, Govt. of India, Ex-Director, Tata Institute of Social Sciences |
| <b>Mr. Berjis Desai</b>               | : Solicitor and Advocate   |
| <b>Dr. Denzil Saldanha</b>            | : Professor and Head, Unit for Sociology of Education, Tata Institute of Social Sciences                           |
| <b>Mr. E.N.Venkat<br/>(Treasurer)</b> | : COO, AFL.  |

- Ms. Jeroo Billimoria** : Founder – MELJOL  
(*President*) Founder and Trustee – CHILDLINE India Foundation  
Founder and Executive Director – Child Help Line International  
Vice-Chairperson – Credibility Alliance
- Ms. Kamal Damania** : Social Worker  
(*Secretary*)
- Dr. Lata Narayan** : Faculty member, Unit for Child and Youth Research,  
Tata Institute of Social Sciences
- Mr. Maneck Davar** : Journalist and Publisher
- Mr. Nakul Mehta** : Company Director, Bharat Bijlee Ltd.
- Mr. Jerry Pinto** : Journalist

**4. Name and address of main Bankers:**

Bank of India, Mumbai Central Branch, Mumbai – 400 008.  
American Express Bank, Oriental Building, 364 Dr. D.N. Road, Mumbai – 400 001.  
ICICI Bank, Mumbai Central, Maratha Mandir Annex, Dr. A.R.Nair Road, Mumbai - 400 008.

**5. Name and address of Auditors:**

Burzy Maneksha & Co.  
Simla House, B/206-C,  
Nepeansea Road,  
Mumbai – 400 036.

**6. Staff details: DISTRIBUTION OF STAFF ACCORDING TO SALARY LEVELS**

<b>Slab of gross salary (in Rs.) plus benefits paid to staff</b>	<b>Male staff</b>	<b>Female staff</b>	<b>Total staff</b>
2000 – 4000	4	1	5
4000 – 7000	2	4	6
7000 – 14000	-	2	2
<b>Total</b>	<b>6</b>	<b>7</b>	<b>13</b>

**7. Reimbursements to Board members/ Trustees/ Shareholders:**

The Executive Secretary: Salary of Rs.1,68,000/- per year

**8. Total visits of National travel by all staff during the year: 3**

**9. Total visits of international travel by all staff during the year: Nil**

**10. Network/linkages:**

In this year MELJOL has networked with

- UNICEF to replicate MELJOL Aflatoon programme in Chandrapur and Yawatmal.
- Ashoka Innovators for the Public to initiate Technology enable learning in Municipal schools.
- Maharashtra Prathmik Shikshan Parishad to conduct district level programmes.