

THOUGHTSHOP
FOUNDATION
ANNUAL REPORT

1819

Thoughtshop Foundation was registered under the Societies Act on March 17, 1993. The organisation comprises of professionals dedicated to creating new and effective ways of dealing with social issues, with the aim to educate, motivate and empower for social change. Over the last twenty two years, our work has evolved; it has given us an opportunity to examine diverse, developmental issues.

Social Communications

Research, Development, Design and Training

On our own initiative, as well as in partnership with other organisations, we develop behaviour change communication strategies, community friendly tools and training software. Field Research involving our users and audiences is integral to the development process. Development is both innovation and improvement. Every communication tool is field tested before dissemination. We keep track of feedback and how to improve our products with each new edition. Finally we train field workers on how to best use the tools to ensure that the total communication is clear, convincing and enjoyable.

Outreach: Youth Development

Action Research, Community Building, Workshops and Trainings

We believe in the potential of young people to become agents of social change. Holistic development of young people has been a sustained theme in most of our work. For the past 9 years we have been creating youth leaders who build value based youth organisations as models for sustainable youth and community development.

A number of important organisational development projects were initiated in 2018-19. The first was a participatory process to draft our **Child Protection Policy**. This was done following a risk mapping exercise conducted with community youth across various levels. A child friendly version was also created and extensive dissemination exercises were conducted.

A financial systems check was also commissioned and a road map created to strengthen the accounts department. Additionally the induction of new team members, **Asha Thankappan Das** - our administrator/coordinator, and **Sreeja Basu** for design support. The central **Youth Resource Cells (YRC) Federation Team** was also strengthened with the addition of a few more leaders.

Our partnerships with American Jewish World Service (AJWS), DK-Austria, Human Capability Foundation UK (HCF), Azad Foundation, and SUAS Ireland continued effectively. The YRC model got a further boost with our **Parents Programme** getting kick started. **Ma-Baba'r School** - a unique toolkit was piloted and got a positive response from parents - especially Mothers across YRC communities. The **Youth Micro Social Enterprises (YMSE): Creche and Home-stay** initiatives continued to be strengthened.

Our social design initiatives included developing pictorial tools for farmers through the Jharkhand based **Collectives for Integrated Livelihood Initiatives (CInI)** on High Value Crops and the **Lakhpatti Kisan Programme**. Our partnership with PCVC Chennai and VMM Hyderabad enabled us to develop a pictorial toolkit on prevention of sexual harassment against women through the **Community Lead Action Programme with Police (CLAPP)**. Our work on tools on sexuality for persons with intellectual disability continued.

New Tools

Safe Gaadi: App extension

In Collaboration with Manas Foundation

Manas Foundation invited TF to help extend their work on providing gender training to drivers of public transport vehicles across many Indian cities. The design challenge was around how to provide more engaging and interactive gender content for their existing app, which had a rapidly growing user base of several thousands.

TF designed a package of multimedia gamelets, based on a framework adapted from its GVAW curriculum.

High Value Crops Toolkit

In Collaboration with Collectives For Integrated Livelihood Initiatives (CInI)

The Safal Fasal toolkit (2014) had proved to be effective in a large scale over the last couple of years. CInI invited TF to design on a similar toolkit on new methods of farming fruits and vegetables, or 'High Value Crops'.

A new approach for the solution emerged during research, and a prototype kit was developed and tested. The new toolkit was more comprehensive than its predecessor, and yet dealt with essential information about more crops in an engaging interactive way.

Ma Babar School

TF Initiative, part of YRC curriculum

As YRCs expand their work to strengthen involvement of stakeholders, they are faced with the difficult task of having sustained conversations on Child Rights with Parents.

'Parents' School' is a game designed to enable Youth Trainers discuss positive parenting, while acknowledging its challenges. The game has proved to be useful in building mothers' groups across YRCs, and is now a regular part of YRCs activities.

Child Protection Policy in Pictures

TF Initiative, part of YRC curriculum

This simplified pictorial booklet was designed to make the organisation Child Protection Policy document accessible to all the young people of YRCs.



More on Ma Babar School and CPPP on page 9



trainees at Barefoot College Tilonia with their new pictorial study material - Law books on DV Act and POCSO.

Partners & Tools

Annual summary of organisations that used toolkits developed by TF

Partners

- 1 Barefoot College, Tilonia Rajasthan
- 2 Catholic Relief Services, Lucknow
- 3 AAINA, Orissa
- 4 Churchu Nari Urja Mahasangh, Jharkhand
- 5 Asha, Jharkhand
- 6 Collectives for Integrated Livelihood Initiatives, Jharkhand
- 7 Dalma Mahila Mandal, Jharkhand
- 8 Nav Bharat Jagriti Kendra, Jharkhand
- 9 Tagore Society for Rural Development, Jharkhand
- 10 NEEDS, Jharkhand
- 11 Pravah, Jharkhand
- 12 New Light, Kolkata
- 13 Swayam, Kolkata
- 14 Youthreach, Delhi
- 15 CREA, Delhi

Tools

- 1 **ARSHR** : Menstruation Cut out Book, Champa Kit, Shankar Kit,
- 2 **GENDER**: OK or NOT, GVAW Kit,
- 3 **LAW BOOK SERIES**: DV Act, No Marriage Now, POCSO
- 4 **LIVELIHOODS**: Safal Fasal Women Farmers' Toolkit
- 5 Exploring My World, Life Skill Kit
- 6 Watsan Kit



Design Education

Over the last decade, we have been welcoming students to work for short durations at TF. Students have come from a wide range of disciplines; humanities, law, design, education, development studies. We also welcome the occasional primary school student.

Engagement with students begin with the understanding of their educational context, needs and interests, customising assignments that align with our work, and finally mentoring them through the process.

We have decided to pay special attention to students in the field of Design and/or Education, since it helps us explore our methods together with young minds, grow our own work, and also the influence the sector. We see ourselves playing a significant role as educators at the intersection of Design and Development



Interns and Projects 2018-19

Cathy McAndrew: MA, University College London, Institute of Education. Dissertation on Child and Early marriage in Kolkata, Analysis of TF youth engagement model. Long distance research.



Manushree Sinha, Aradhana Joanna: 2nd Semester students from MA in Social Design School of Design Ambedkar University. 8 weeks, May - July 2018 (photo below)



INSTITUTIONS : KOLKATA: Jadavpur University, Presidency University, National University for Juridical Sciences, St Xaviers College. **REST OF INDIA:** National Institute of Design Ahmedabad, D J Academy of Design, Srishti School of Art Design and Technology, Banasthali Vidyapeeth, Dr B R Ambedkar University, School of Design, Symbiosis International. **INTERNATIONAL:** University College of London

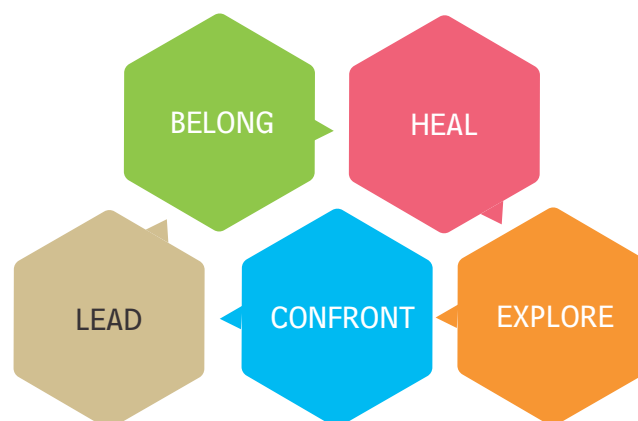


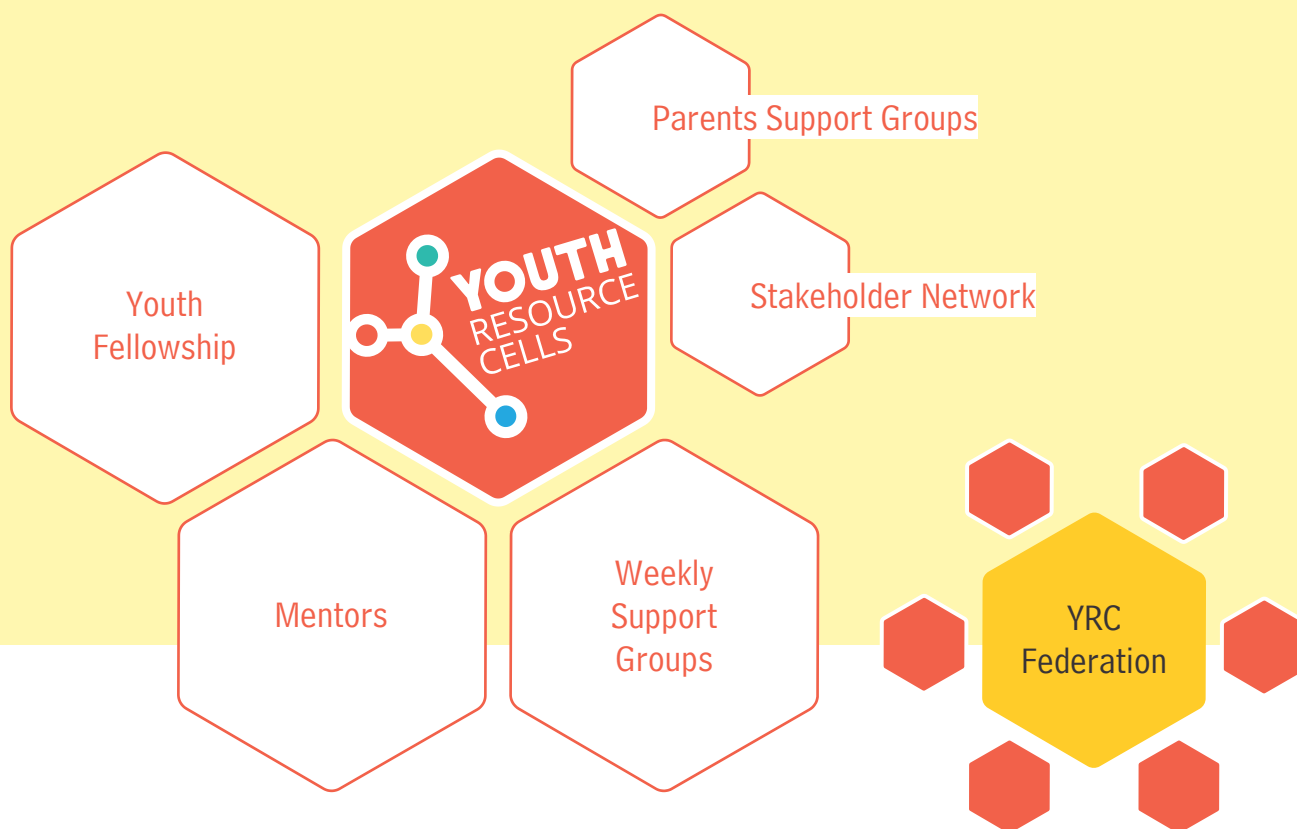
Our theory of change begins with creating a sense of Belonging – a collective, an inclusive safe space that is owned by the participants. An experience of community. This safe space and support group enables reflection and Healing and builds the sense of self. Improved Self-worth creates space for discovery and Exploration. New perspectives enable us to see our own biases and challenge injustice around us - Confrontation. This results in Leadership – the confidence and courage to take control of one's own life, inspire and influence others. This process continues as a cycle.

TF's flagship Programme – **the Youth Resource Cell** (YRC) model began evolving in 2007 in partnership with marginalised youth in the urban slums and remote rural locations of West Bengal. The YRC model attempts to evolve a resilient, sustainable and community-based approach to address gender inequality & violence and reach out to the most vulnerable young people.

The Programme works at three levels:

1. It empowers young people to respond to violence and challenge harmful social norms
2. It enables young people to grow to their full potential
3. It builds YRCs to be a model safe space to create a violence free inclusive community.





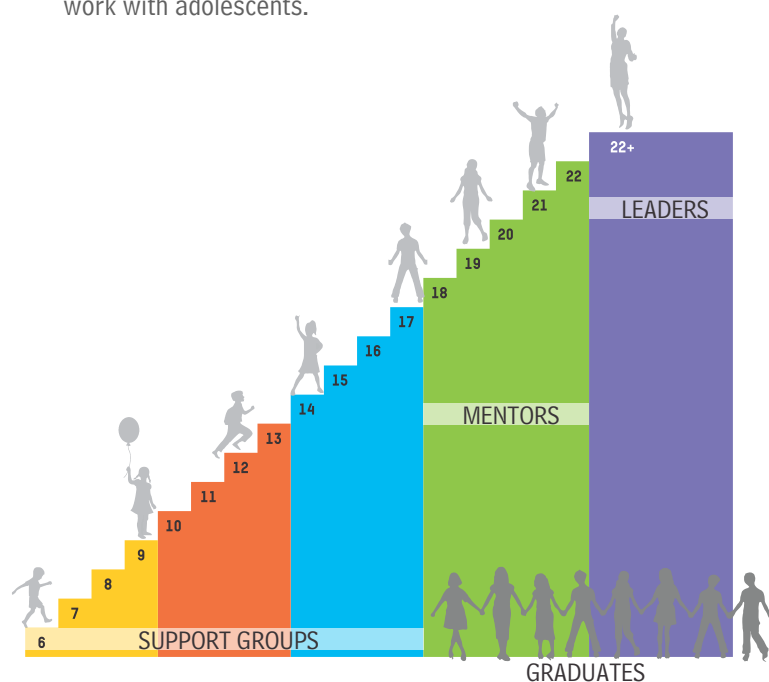
The Youth Resource Cell model begins with a Youth Fellowship - a year-long leadership journey for community-based youth. A select batch of young people are taken through a journey from self to society through participatory workshops, projects and camps. Trained youth leaders work with their peers to form community based Youth Resource Cells (YRCs).

YRCs believe in values of equity, solidarity and diversity. In Year 2 and 3, YRC leaders are further trained in gender, sexuality and child rights issues as well as equipped with skills of peer counselling, social investigation etc. YRCs work over a sustained period of time to bring change at an individual, group and community level. Mature YRCs develop into registered community-based organizations.

A continuous leadership journey enables subsequent generations of young Mentors to be trained. Older youth leaders work with parents and other community stakeholders. Senior YRC leaders from all YRCs are organized as a YRC Federation. They are equipped to support youth not just in their own YRC community but also others. The YRC Federation enables individual YRCs to feel supported and grow together using each

other's strengths. The YRC model is run by youth for youth. TF supports the YRCs with technical, financial and programme support.

The YRC leadership journey now starts with children and continues till their adulthood. Children are organized into age appropriate support groups (6-9, 10-13, 14-17). They meet weekly and are facilitated by trained youth mentors. Youth Mentors are also part of a rigorous training Programme that build their capacities to work with adolescents.





Programme, Curriculum, Tools Design: The Programme Team including Designers, Trainers, Illustrators and Graphic Artists who work on developing the Programme, Curriculum and pictorial interactive games and tools for different audiences.

Capacity Building: The YRC model uses a Peer Education approach, so all programmes are run by community young people. Rigorous Trainings equips youth leaders and mentors to develop skills and build on their passion and lived experiences to create safe spaces and hold sessions with various collectives.

Support & Case Management: A central Case Management Team comprising of Counsellors and select YRC Federation leaders meet weekly to discuss and address challenging cases happening across YRCs. It also ensures adherence to the Child Safeguarding Policy and provides emotional support to all Mentors, Leaders connected with the Programme.

Research, Monitoring & Documentation: YRCs track attendance, risks and impact at the various support groups. These are compiled monthly and analysed at regular intervals.

Leadership & Child Rights: Weekly Support

Groups for children, junior and senior adolescents exploring 12 themes through games, conversations, music and action projects. The sessions aim to help kids SHINE ie. develop Self Worth, a Human Rights perspective; who have Integrity, believe in Non Violence and Empathy. **Mentor Training:** Monthly Leadership and Facilitation Skill training for Junior and Senior Mentors to equip them to conduct weekly SHINE support group sessions. **Ma Baba'r School:** Monthly Support Groups with Mothers and Fathers, using games and conversations to develop parenting skills that strengthen Parent Child relationships. **Stakeholder Interactions**

Gender, Sexuality & Identities: Champa Camps: Sessions with Junior & Senior Adolescent Girls on Adolescent Sexual Health & Rights using the Champa Kit. **Shankar Groups:** Monthly Support Groups with Boys on Sexuality, Masculinity and related issues using the Shankar Kit. **Gen-Sex Mentors Training:** Deeper training of male and female mentors on gender and sexuality issues. **Inclusion & Diversity Initiatives**

Livelihoods: Youth Micro Social Enterprises: Pilot initiatives -Creche & Homestay. **Linkages:** Mobilising women to train as professional chauffeurs in collaboration with **Women on Wheels**. **Career Labs & Interest Clubs:** Identifying Aptitudes, Discovering Passion, Exploring Careers. **English & Computer Skill Building:** Community classes run by English Mentors



Capacity Building

84 Capacity Building Sessions were held through the year. These included:

- Facilitation Skills on Themes for Youth Mentors
- Self Development Camps for Youth Mentors
- Orientation for Peer Mentors
- Orientation for Child Safeguarding Orientation
- Training on Child Care for Creche Caregivers
- Training on Home Stay Management for Families
- Training on Mobilization Skills for Gender Volunteers for Women On Wheels
- Training on English Language Development
- Practical Training on Case Management & Support
- Exposure visits for adolescents to Science City, Birla Planetarium

Programme Highlights

Programme, Curriculum, Tools Design

In 2018-19 a range of new tools and curriculum additions were developed to strengthen the organisation and different programme aspects.

- **Child Safeguarding Policy:** An illustrated child friendly version was developed and also translated to Bengali. It was also shared with all Team members and YRC support groups.
- **YRC Maps (photo left top):** YRCs leaders worked with TF and a Cartographer to build maps of their geographies marking cluster locations and other relevant stakeholders.
- **Ma-Babar School (photo below):** A board game to engage parents on Parenting was developed. Pilot testing workshops with parents of adolescents were held – one in an urban location (YVC) and another in a remote village (SWP). Total 33 parents attended these sessions with active participation. Based on feedback the games and tools were further refined.
- **SHINE Leadership Curriculum:** Two new themes were worked upon Values & Ethics and Happiness & Mindfulness over this year.
- **English Learning Curriculum & Tools:** TF team and Irish Volunteers jointly worked on curriculum and tools on English learning with the objectives of dealing with fear of English and making it enjoyable for the adolescents.



Support & Case Management

91 new individual Cases were handled by the Case Management Team and YRCs during the year.

61 vulnerable girls were supported and appropriate linkages were created. 2 Cases were reported to the Police.

Research, Monitoring & Documentation

See Impact Chart >>



Impact of Youth Resource Cells

Apr 2018- Mar 2019

Mobilised
Adolescents in YRCs



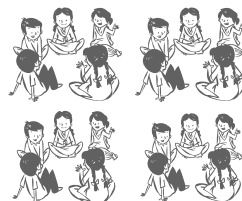
1514

Formed
Adolescent Support Groups



46

Held
Support Group Sessions



2252

Acted
upon Warning Signs



631

Challenged
Child Marriage/Trafficking



15

Prevented
Early/Forced Child Marriage



7

Admitted
to School



5

Prevented
school dropouts



40

Provided
Emotional Support Sessions



348

Handled
Crisis Situations



77

Enabled Girls
to increase mobility



11

Trained Girls & Boys
in Sexuality Education



64

Enabled Girls
to increase mobility



16

Influenced Women
to Explore Livelihood



4127

Enabled Women
join non-
stereotypical livelihood



18

Influenced Parents
through workshops



241

Collectives, Leadership & Child Rights

- **Support Groups:** 2252 sessions were held across 10 YRCs and 44 adolescent clusters over the year. 631 Warning Signs were identified and appropriate preventive action taken. Themes covered were Self (including self image and beauty), Teamwork and Leadership, Child Protection (Warning Signs, POCSO), Empathy & Support, Life Skills (dealing with peer pressure; communication with parents) and Gender. All themes were explored through games and activities conducted by Mentors.
- **Mentor Training:** 21 TOTs were held with 30 Youth Mentors over the year.
- **Baba Ma's School:** In 2018-19, 8 YRCs set up Parents groups. Parents, mostly mothers exchanged ideas and learnt new concepts on issues of parenting through monthly sessions. On Women's Day, 8 YRCs organised community events involving mothers and adolescents. 177 parents and 182 adolescents enthusiastically participated in the activities. Parents reported improved bonding with their children.

Gender, Sexuality & Identities

- **Champa Camps:** 32 adolescent girls completed their ARSHR training with great enthusiasm using Champa tool kit. Each Training batch underwent 20 hours spread across 4 days each.
- **Shankar Training:** 31 boys from across YRCs attended Adolescent Reproductive and Sexual Health and Rights session using the Shankar tool kit.
- **Inclusion Initiatives:** Young leaders and mentors went for an exposure visit to the Indian Institute of Cerebral Palsy to learn more about persons with disability.

Livelihoods

- **Women on Wheels:** Over 2018-19, Gender Volunteers mobilized 18 women to take up driving training as a profession. This was done through home visits, auto campaigns and spot events.
- 5 women from YRC communities were honoured to receive Pink Cabs from the West Bengal Government.





- **English & Computer Skill Building:** 3 YRCs continued their computer classes with adolescents. Intensive Spoken English Training of Trainer sessions were held for Youth Mentors by nine Irish Volunteers and TF team. YRCs conducted classes for adolescents in 9 communities with support from Volunteers between June and August 332 adolescents engaged in Spoken English classes and 63 adolescents in Computer Classes run by YRCs.

- **Youth Micro Social Enterprises:** Pilot initiatives

Creche: Since it was formed in June 2017, the Youth Voice Crèche team has demonstrated remarkable capacity for managing and delivering a high-quality service. This year's focus was on intensive training of Caregivers and Managers. An experienced Child Care consultant assessed training needs and conducted a series of customised trainings for the team.

At each workshop, participants raised day-to-day issues on care-work, difficult behaviour, burnout, team dynamics, infrastructure etc. As these were discussed, it helped the team to create related frameworks and systems. The process enabled the team to reflect on their experiences to build understanding on a range of issues related to running a Crèche and working with small kids.

Homestay: Our visits to and reflections with the Swapno Homestay/ Camp Team revealed that while they had acquired valuable experience through hosting a series of camps during the earlier season, there was an urgent need for a course correction.

A newly constructed bridge made the current location less viable. Maharajgunje was identified as the desirable location from the point of view of changed traffic patterns.

Through February-March 2019, the new area was mapped. Several marginalised households were identified as service providers, as opposed to one family earlier.

Special workshops were conducted by the new team leader to onboard families. Gender roles, sharing of benefits and burdens, and rotational service were discussed. This time we want to build a stronger foundation of community ownership.



Case Study: How one YRC responded to CSA

Two girls aged 10 and 12, Adolescent Support Group members of YRC Nabadisha, reported that they were being sexually abused by two adult men in their neighborhood.

Both girls have been abandoned by their parents and are being raised by their elderly grandparents. Sila, aged 10 years, and Smriti aged 12 years were sexually abused for a month by two elderly men in their neighbourhood. The men used explicitly sexual language, forced themselves sexually upon them and showed them pornographic videos.

The girls (along with other kids) were also lured into a car for a free ride and made to see a man masturbate to a video chat or pornographic video. One of the men asked the girls to have a sexual relationship with him and described his sexual activities with his wife to them.

The YRC team discussed the abuse with the families and then reported the case to the local Police on the 8th of May. The YRC team accompanied the girls and supported them through every step.

The FIR was filed on the 17th of May and the children were told about the legal process. On the 21st the children were taken to the Magistrate and their statements were recorded. The children were then taken to the Hospital for a forensic medical test.

After the case went public families were under pressure from various sources to withdraw the charges.

They also started being abusive and neglectful of the girls. The YRC intervened to counsel the family and ensure that the girls were not penalized for reporting.

TF and the YRC took steps to raise breakfast and lunch money so that the girls got their basic survival rights of food etc. Additionally, since one of the girls was getting infections due to use of dirty cloth for menstrual hygiene - a regular supply of free Sanitary Napkins was also sourced. Continuous emotional support had to be organized for the girls.

Due to the extreme neglect at home, the YRC subsequently enrolled them into a Daycare Centre and has taken on the responsibility to pick and drop them there.

The YRC also worked with the local police to raise awareness on Good & Bad Touch, Intimate Hygiene, Self Defense involving participants from six slums areas. Around 115 adolescent girls and 50 children (boys and girls aged 5 to 12) with their mothers attended this programme. The awareness was spread through Songs, Dialogues & a Puppet show.

The perpetrators were jailed for three months, then set free on bail. The YRC is following up with the Police to see that the case is not dropped and the perpetrators do not return to the neighbourhood.



Top: community puppet show on CSA awareness in collaboration with local police

Bottom: YRC members share personal stories on CSA



Happenings

May 2018: Phone Safety Workshop by Point of View

Jan 2019: Training series for Creche Caregivers, conducted over 24 weeks



Jul 2018: SUAS volunteers. A team of 10 volunteers spent 8 weeks with YRCs, conducting special sessions on Communicating in English

Mar 2019: Visioning Workshop



Mar 2019: Area Mapping Sessions. 10 YRCs and their working areas including 55 clusters were accurately mapped on existing administrative units, over a period of 12 weeks.



Mar 2019: 5 Women Drivers mobilised by TF receive Pink Cabs from the West Bengal government.



GOVERNING BODY

Mira Kakkar : **PRESIDENT**
Dr. Satadal Saha : **SECRETARY**
Manav Raychaudhuri : **TREASURER**
Veena Lakhmalani : **MEMBER**
Jeeja Ghosh : **MEMBER**
Lipi Roychowdhury : **MEMBER**
Tridibesh Sanyal : **MEMBER**

TEAM

Sahana Nag : **COUNSELLOR**
Ashalata Das Thankappan : **COORDINATOR**
Sreeja Basu : **ART**
Santayan Sengupta, Himalini Varma : **DIRECTORS**
Dilip Chakraborty : **STORE & OFFICE MANAGER**
Acc-Tax Services : **ACCOUNTS**
Agarwal DK & Company : **AUDITOR**

PROJECT TEAM

Uma Singh, Anjana Paul, Shampa Halder, Tehsina Bano, Suman Shaw, Punam Sadhukha, Shahina Javed Bandana Makhal, Sangita Das

SUPPORT

Gobindo Halder **MAINTENANCE**
Kakali Patra **KITCHEN**

ORGANISATIONAL PARTNERS

Oxfam GB, American Jewish World Service, DK-Austria, Azad Foundation, Human Capability Foundation, Azad Foundation, PCMC Trust, Collectives for Integrated Livelihoods Initiative (CIInI)

OUTREACH PARTNERS

Youth Resource Cells (YRC): YRC Ujaan, YRC Nabadisha, YRC Youth Voice, YRC Roshni, YRC Swapno, YRC Pratibha, YRC KYP, YRC Hashi Kushi Hoi Choi, YRC Drishtikon, YRC Alor Sandhan



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