



CENTRE FOR DEVELOPMENT INITIATIVES (CDI)

ANNUAL REPORT 2024 - 2025



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MESSAGE FROM THE DIRECTOR



It gives me great pleasure to present the Annual Report of the Centre for Development Initiatives (CDI) for the year 2024–2025. This year has been one of continued learning, growth, and deepened commitment for all involved with CDI, to our mission of empowering women, girls, and children across the remote villages of North East India.

At the heart of our work is the belief that every woman and child deserve the right to live with dignity, security, and opportunity. In regions where trafficking, poverty, and lack of education remain harsh realities, our interventions have focused on building resilience and hope. Through our community-based tuition centres, we have supported the educational journeys of hundreds of children, creating safe learning spaces and nurturing futures that are free from exploitation. For girls especially, access to education has become a vital tool for

awareness and protection. Our capacity-building programmes for women and adolescent girls have provided critical life skills, vocational training, and rights awareness, enabling them to make informed decisions and lead with confidence. These efforts, rooted deeply in community partnerships, have begun to shift narratives of vulnerability into those of empowerment. On an average, we touch 15000+ women yearly through different programmes and indirectly around 60000 people, the family members of the direct beneficiaries.

The year has seen great strides in taking along the different stakeholders, the provincial councillors, core team members, the staff and co-workers as we endeavoured to develop as informed and trained team members in pursuit of our common goal that is to empower our target groups. The theme for activities geared to this was “*empowered to empower*”. In August 2024, CDI organised the Nurses’ Animation for the MSMHC nurses where the participants shared their works, and learned from each other and from the resource persons so as to be equipped to bring solace and comfort to the suffering brothers and sisters through health care services. In December 2024, CDI called together all the staff working in different project centres for an annual get-together cum planning workshop. We had an exposure programme for the provincial councillors to successful models of operation – Women Oriented Rural Development (WORD) Telangana in January 2025, where we were able to witness the power of Women organised in Self Help Groups, thanks to the relentless efforts of the MSMHC for the past 20 years. The Core teams of the provinces came together for a three-day animation for Resource Mobilisation and Project Planning, in March 2025 which catapulted the enthusiasm of the participants to work earnestly for the downtrodden utilising all possible resources.

None of this would have been possible without the unwavering support of our superiors, donors, partners, and well-wishers and friends. Your trust in our vision has fuelled our work, even in the most challenging terrains. And God’s powerful presence led us through.

As we look ahead, we remain committed to expanding our reach, strengthening grassroots leadership, and ensuring that the voices of women and children in our region are not only heard but they lead the way in shaping just and inclusive communities.

With heartfelt gratitude to one and all,

Sr. Lisa Elavunkal MSMHC

Director-Centre for Development Initiatives, Guwahati



Introduction

Centre for Development Initiatives is always committed to the well-being of women, girls and children who are in vulnerable situations and deprived of their rights. Therefore, continuous efforts are being made to educate, develop their capacity, resolve their problems, remove undue restrictions and integrate them to the mainstream society. CDI has always aimed at self-determination, autonomy, dignity and equity for its target groups.

This year CDI continued its empowering works, taking forward its previous project activities while introducing new fields of intervention. The key focuses of this year were:

- The introduction of tuition centres in the villages of the tea garden belts, which has been instrumental in changing the inhabitants' mindset towards education, thereby making education an essential feature.
- The continuous efforts towards prevention of human trafficking and mitigating its effects. The CBOs have been restructured and restrengthened, thus, increasing the effectiveness and efficiency of the efforts. Accompanying interventions focus on areas of health, hygiene, environmental preservation, vocational skills development, livelihood promotion, entrepreneurship development and many more.
- Residential skills training has been influential in changing the lives of vulnerable young girls susceptible to migration and trafficking. Furthermore, this programme has assured financial wings to marginalized women and domestic workers.
- The commencement of the NIOS coaching centre is the highlight of this year's empowering works. Dropout girls harbouring dreams of education and careers have been enrolled in the programme, which gives them a new lease on life and contributes to their overall well-being.
- Efforts to empower domestic workers is the mainstay of the organization and it has been forming domestic workers collective and ensuring direct placement with the ultimate purpose of creating self-reliance and independence.

It is with great enthusiasm, that CDI expresses its gratitude to the administrative staff, the donors, the beneficiaries, like-minded organizations, supportive individuals and institutions and other stakeholders for their continuous support and faith in the organization. The organization has been able to achieve what it has due to the unconditional and relentless support of one and all.

In this annual report, the summary of the activities implemented under the active projects has been detailed, encompassing the yearly achievements of the organization, including its major accomplishments, hinting at its momentum, future activities and capability.



ANNUAL HIGHLIGHTS

Annual Staff Meet & Training for Capacity Building

Theme: “Leadership for the Mission”

The “Annual Staff Meet and Training for Capacity Building” was organized in CDI from December 18 to 20, 2024 with the primary intention of enhancing the competency of the staff for effective field intervention resulting in programme effectiveness, reinforcing professionalism and collaborative learning. Staff from Meghalaya, Nagaland, Mizoram, Manipur, West Bengal and Assam along with the provincial councillors for Social Apostolate in the provinces participated in the training. Several eminent personalities like Rev. Sr. Christine Mynsong, MSMHC Superior General; Sr. Mary Nemi, PC, Kolkata; Sr. Shobha, CFMSS, Regional Secretary, NER Labour & Migrants Commission; Mr. Abhinash Narzary, Project Manager of NER L&M Commission; Sr. Irene Zoziemi, Research Scholar; Rev. Fr. John Paul, Procurator, Guwahati Archdiocese; Rev. Fr. Raj Kapur, Administrator, Archdiocese of Guwahati; Mr. Sanatan Deka, Manager and Programme Head, Wildlife Trust of India (WTI) and Rev. Fr. V M Thomas were the resource persons for the event resulting in an enriched learning and mutual intellectual exchange.



The three-day event delved into significant subject matters such as Mission Driven Leadership, the purpose of social workers and the spiritual, being a light unto others and the less fortunate, serving with humility, compassion and love; Constitutional provisions for the Labourers; Acts such as Payment of Wages Act 1936, The Minimum Wages Act 1948, The Sexual Harassment of Women at Workplace Act 2013

and The Child and Adolescent Labour Act 1986; effective communication, project planning, project proposal writing, reporting to donor’s expectations, financial management and the shift from economic project mode to evangelization mode in social apostolate. The programme was intellectually stimulating, emotionally charged and socially uplifting. The attendees gained relevant expertise ushering in an incremental level of confidence for intervention in the current field of social developmental works in which the organization is engaged in. By doing this, the organization has once again showcased its commitment to improve the lives of the marginalized and the downtrodden, reflecting its willingness to sharpen its faculties and address its shortcomings for greater intervention efficiency. The future is secured in the fact that the organization is willing to be flexible and innovative in the face of continuous and often confounding challenges. Overall, the event was a preparation for the forthcoming future in which the current gaps and challenges were addressed. Furthermore, Pre- Christmas, the season of cheer, joy, delight, giving and receiving was celebrated with much fanfare and a festive atmosphere.



Monitoring Visit (International Human Rights Day and Group Meeting at Tetelia)

The International Human Rights Day which falls on 11 December annually was celebrated at Borengajuli TE and Subansri in the Tea Garden Belt of Assam on 1st December, 2024. The event held at Borengajuli TE was attended by Sr. Lisa Elavunkal, the director of CDI and Rev. Sr. Caroline, while the programme carried out at Subansri was graced by Mr. Nirmal Singh and Sr. Valarin Toppo. Sr. Lisa Elavunkal, in her homily, spoke of education and the importance of sports.



The children, to showcase their warmth acceptance and appreciation to the visitors performed an action song. Furthermore, the event gave an opportunity to a Mahila Samiti's secretary to speak about its IGA's progress (pig rearing). A consensus was reached where it was decided that moving forward sports would be organized once a month amongst the existing community-based organizations (CBOs). In Subansri, the day focused on human rights awareness, role of education in the students' lives and society, along with good manners, health and hygiene.

In another monitoring escapade, Sr. Liza Elavunkal visited and interacted with the Kamrup's domestic workers wherein she inquired about their health, work activities and their sources of livelihood. She duly motivated them to keep up the momentum towards the envisioned goals.

Observational Field Visit



Four institutes of higher education viz., Royal Global University, Assam Don Bosco University, Tata Institute of Social Science and National Education Foundation College came for an observational visit to CDI. They were all from the social work department. They were given an orientation about the organization which informed them on the organization's history, working areas, thematic focus, existing projects, its strategies, the beneficiaries and its

major activities, among others. There was a Q and A post each orientation, during which, the students took the opportunity to clear their doubts, and they received satisfactory responses to their queries. They also toured the production centre, home management training room and NIOS coaching centre. In all these stopovers, they were sufficiently educated about the purpose, function and any other interrelated aspects. RGU and ADBU visited on 21 and 23 August, while NEF College and TISS on 26 and 27 September 2024, respectively. Orientations were undertaken by the director, assistant director and CDI's skills trainee while assisted by other staff.

Monitoring Visit: Ms. Bokali, New Hope's project coordinator went for a weeklong monitoring visit to the cities where the project is currently active, which are situated in the three northeastern states viz.,

Nagaland, Manipur and Mizoram. She reached Kohima on November 1, Dimapur on 3, made her way to Champhai on 6, arrived in Aizawl on 7, proceeded to Churachandpur on 9 and headed to Imphal on 10, thus concluding her protracted visit. Interaction and discussion on the project activities, project gaps, the accompanying suggestions and feedback, along with existing records review featured in every visit. The staff were also inspired to improve their intervention effectiveness, be it administrative or activities implementation.



Shelter Project Donor's Visit



Shelter Project donor's representative Dr. Gautam Bist, a research fellow in the department of Education, North Western University, Chicago, USA, came to visit the project sites, interact with the beneficiaries and staff for the purpose project monitoring, situational and progress review. On his arrival i.e., 6 November, 2024, he interacted with NIOS students, vocational trainees and CDI production unit's apprentices, also visited ADBU's campuses, both Azara and Tapesia. In Azara, he

met the R&D personnel with the aim of discussing Shelter Project's survey review and the subsequent results publication, while in Tapesia, he had an interactive session with MSW students who had participated in the survey.

From 7 to 9 November, he made Baksa and Udalguri districts' project sites his temporary home, wherein he got up-close and personal with the teachers, child beneficiaries, their parents resulting in situational awareness and interpersonal connection. Next, a two-day residential training on "Effective Teaching" was organized for strategic improvements from 10 to 11 November with 10 Shelter Project staff. The session focused on use of AI and other digital tools to facilitate effective and stimulating teaching-learning process. Practical insights were offered which enabled the staff to sharpened and refine their instructive approaches. Upon feedback, Dr. Gautam gave a host of suggestions and tendered his appreciation. By the end the staff's morale had boosted and had reaffirmed the significance of empowering grassroots initiatives. In the evening of November 11, 2024, a farewell programme was held for Dr. Gautam to showcase our heartfelt appreciation for his visit and guidance, which enriched the intervention approaches especially with respect to Shelter Project. NIOS students, vocational trainees and apprentices demonstrated their on-stage talent and made the occasion joyful for all. Sr. Lisa, Sr. Teresa and Dr. Gautam gave thoughtful, uplifting and inspiring speeches which left a lasting impression. Thus, the weeklong visit from Dr. Gautam Bist concluded.

Social Work Interns

CDI accepts and engages social work interns every year to provide a practical and dynamic environment to enable them to apply theoretical knowledge to real-world challenges, gather hands-on experience, facilitate





community engagement, skill development, networking opportunities cultural competence and many more. As a result, this year interns from TISS, ADBU, University of Science and Technology came for their fieldwork and were involved in CDI project activities. They took part in domestic workers' meetings, and trainings, organized events like Children's Day, and Health Camps, visited the beneficiaries in their homes, paid a visit to and interacted with key stakeholders, took up Miss Rupa's case, resolved an issue, assisted in finding possible collaboration opportunity with Assam Skill Development Mission and Indian Institute of Entrepreneurship. They also interacted with the head of Assam Scheduled Castes Council Central Office to learn about the existing welfare schemes and SHG initiatives for domestic workers. The interns underwent immense field experience throughout their internship period.

Teachers Day Celebration-Cum-Certification



On 5th September 2024, Teacher's Day was observed by paying homage to all the teachers and leaders who continue to enlighten, inspire and fortify learners to the paths of self-actualization and enlightenment. The day was commemorated across the tea garden belt with the children and other inhabitants, in CDI with the staff and skill trainees, and also in the project cities with the staff and beneficiaries. The occasion achieved realization amongst the

teachers and educators about the significance of their roles and their continued contributions to the growth and development of the present as well as the upcoming generations. Profound affection and appreciation were demonstrated to them forever being the valiant, unyielding and empathic North Star.

In CDI, the day was simultaneously observed with the anticipated certification day for the 2024 3rd batch tailoring and home management trainees. As such, it was inundated with heartfelt speeches from the director assistant director and other special invitees for the day. A cultural session also featured where the skilled trainees lit up the stage and the faculties of the attendees with their rhythmic performances and soulful renditions. CDI's staff and teachers were bestowed with gifts as a token of gratitude towards their continued service and sacrifices. Additionally, the trainees were also awarded their training completion certificates, a testament to their consistency, perseverance and commitment.

Diwali Mela

A Diwali Mela was organized by CDI and its beneficiaries at Assam Don Bosco University and Royal Global University on 29 and 30, October, respectively. The objectives were sales of self-produced products and commercial exposure. As such, stalls were set up by both the CDI production unit's staff and the domestic workers. The former sold products such as handbags, edibles, Gamocha, clothing, pouches etc., while the latter traded foodstuff, shawls, pickles, mufflers and many more.

The two-day-long event was quite a success which was possible due to effective support from the faculties of both universities as well as effective collaboration from CDI's staff and the beneficiaries. It yielded a great return in that, the domestic workers gained immense confidence, and motivation and broadened their commercial competency.





PROMOTION OF WOMEN'S RIGHTS AND EMPOWERMENT

Schemes and Entitlements

Recognizing the fact that social welfare schemes and entitlements are essential tools for empowerment, social security and economic inclusion and access to basic rights and services, constant efforts were made for their procurement. The incessant endeavour resulted in the obtainment of schemes and entitlements like labour card, pan card, e-shram card, Aadhaar card, Ayushman card, bank passbook, ration card, ATM card, voter ID, widow pension, death certificate, birth certificate, gas connection, PMs Suryodaya Scheme etc., for the beneficiaries. The procurement of these guarantees them a certain level of security, mental and emotional well-being.



Retrospective Meeting for Missio



A retrospective meeting where project reflection and planning were undertaken for the Missio's anti-human trafficking project and special inputs were also provided by the field staff was held in CDI on 22 August, 2024. The session provided a candid examination of the project's current status, highlighting both accomplishments and challenges. Through this collective reflection, the team was able to identify areas for improvement, address

obstacles, and align activities to ensure desirable successful outcomes.

Home Visits to Beneficiaries for Empowerment

Home visits are conducted to maintain good relationship, monitor, consult, educate, provide awareness, inquire, assess, deliberate, and so on. To illustrate, the conducted activities in this reporting period include inquiring into the beneficiaries working condition, workplace challenges, work and family situation, their health and safety; witnessing the struggles of the beneficiaries and learning about their contentment with their jobs and the positive employer-employee relationship; deliberating about placement, forming new groups and the current activities; motivating them to keep the groups active and partaking in groups activities; providing mental support and educating them on the methods of schemes application; monitoring their start-ups; mobilizing them for upcoming programmes; informing them about the available social security schemes; skilling



them on bookkeeping and record maintenance. Furthermore, during meet-ups with the employers, the staff delved into among other things, the project, the functioning of the domestic workers movement, employees' well-being, recruitment of new domestic workers, their perceptions about domestic workers' professional service and the needed mutual trust at the workplace.

Meetings Organized for Domestic Workers' Empowerment



To achieve the goal of empowerment, self-determination and independence, incessant meetings are undertaken with the beneficiaries. The meetings are characterized by deliberation, motivation, monitoring, inquiry, observation, understanding challenges, education, awareness, discovery, active participation etc. As such, the meetings focused on discussing workplace conditions, social security schemes, the daily schedules, challenges, their contributions towards the economy and society, group unity, significance of SHG formation; skilling them on record-book maintenance, communication skills; awareness on minimum wage, discipline, child care, elderly care, FCRA norms, savings, SHG formation; monitoring start-ups procedures; collecting names for entitlements application; motivating towards teamwork and collaboration; mobilizing them for future programmes and educating them about labour rights. The above list is illustrative and not comprehensive. The regular meetings have strengthened and enhanced domestic workers' knowledge, skills and capacities.

100 Days Special Awareness Campaign

The staff and beneficiaries of Kohima took part in a sensitization campaign called "100 Days Special Awareness Campaign" organized collectively by District Administration, SANKALP- District Hub for Empowerment of Women, BBBP and CDI on 3 September, 2024. The beneficiaries were educated on Acts such as The Protection of Women from Sexual Harassment at the Workplace Act (PWSHWA), 2013; The Protection



of Women from Domestic Violence Act (PWDVA), 2005 and the Immoral Traffic Prevention Act (ITPA), 1956. The resource person for the day was Ms. Thejasenou Vitsu, an advocate from the T and A Law Chamber in Kohima. 36 beneficiaries exceedingly benefitted from the sensitization campaign.

Training and Awareness Programme

To ensure that domestic workers achieve self-reliance and management independence as far as domestic workers groups are concerned, incessant training and awareness programmes were organized in Mizoram, Manipur and Nagaland. The training and awareness sessions successfully equipped them with relevant knowledge and skills, thus empowering them towards self-determination and autonomy. Awareness





programmes were carried out on topics such as legal literacy, rights and well-being of domestic workers, social security schemes and entitlements and safe migration, while capacity building programmes have endeavoured for group leaders wherein the focus was teamwork, facilitating team collaboration; meeting and networking with stakeholders; leadership and all its interrelated aspects, documentation procedures and the necessary skills, skills to increase their competency and effectiveness etc.

Solidarity and Direct Intervention



CDI's involvement in beneficiary empowerment goes beyond achieving tangible project indicators, it is genuinely concerned with their well-being and needs. Therefore, it continuously stands with the sufferers in times of distress and offers quick assistance during unprecedented emergencies. To show solidarity, CDI met families of the deceased, attended funerals, monitored an accident victim

in the hospital, visited the sick, engaged in post-operative care, procured relief funds for cyclone-affected sufferers, provisioned counselling services, provided emotional support to the ill and bed-ridden etc. CDI provided emergency support like admission of children into schools, rescue of domestic workers from domestic violence, divorce settlement t, police station case visit, rescuing of a 13-year-old runaway, distribution of relief items to landslide-affected victims and linked to Municipal Board for Disaster Management, provision of instruction on ATM usage, accompaniment of a domestic violence victim to court and many more.

Collaboration for Intervention

Throughout the intervention process, CDI partnered up with essential external stakeholders to effectively and efficiently deliver project-based intervention. These stakeholders include the District Legal Services Authority, the Office of the District Commissioner, the Child Welfare Committee (CWC), the labour office, civil hospitals, banks, schools, vendors, the Forest Department, the District Child Protection Unit (DCPU), CSC centre, Election Commission Office, Transport Department, Directorate of Horticulture Department, Economic and Statistical Office, Health Department, District Medical Office and many more. The collaborations have resulted in the achievement of the pre-determined project indicators, objectives and goals.



Placement for Financial Security



CDI engages in direct contractual placement of domestic workers to ensure employment and livelihood, also to safeguard their workplace rights and prohibit workplace discrimination. As such, this year 15 live-in, 262 part-time and 59 full-time domestic workers were placed in states like Mizoram, Nagaland, Assam and Meghalaya, for a whopping aggregate of 336. In absence of



robust government policies safeguarding domestic workers workplace rights and interests, the contractual employment has demonstrated its capability to empower the domestic helpers and guarantee them their pre-requisite employment rights.

FDWA Project Closure Meet-Cum- Skills Trainees Certification Meet

Ferrando Domestic Workers Alliance (FDWA), a project aimed towards empowering domestic workers through unionisation in the northeastern region of India saw the termination of support from its benefactor, Missio, Germany and as such, the project's closure meet was organized on 2 April, 2023 in CDI to formally and collectively acknowledge its termination. Apart from the official acknowledgement, the other objectives of the programme were revisiting and reflecting upon all the important aspects of the project. Therefore, at the project conclusion meet, which was attended by the entire staff from all the project cities discussion, analyzation and reflection were undertaken upon the significant project's aspects encompassing individual and overall project experience, successes, challenges, achievements, learning outcomes, the short comings and the way forward. Experience certificates were awarded to the entire staff in recognition of their invaluable contributions and commitment. Additionally, it was also a certification day for the tailoring and home management trainees wherein course completion certificates were bestowed upon them, thus, opening up financial prospects and preventing migration and the issue of trafficking.



Domestic Workers' Week Celebration 2024

The following major events were observed to commemorate the Domestic Workers Week 2024. The themes of the event were "Nothing for us Without us!" and "Care Work is Crucial for the Future of Decent Work". The occasion received extensive media coverage and was able to garner the support of significant stakeholders and the domestic workers themselves.

10 June, 2024: The commemoration began with inaugural ceremonies which were ridden with awareness concerning the week's importance and domestic workers issues along with the themes and objectives of the weeklong event. Eminent personalities from NGOs, government departments participated in the flag off ceremonies along with the administrative and field staff and domestic workers.

Specifically, Labour Inspector Mrs Pinki Dhar and Shri. Subodh Chandra Kalita, a panchayat secretary spoke of the available government schemes viz., E-Shram Card and toilet facility.



12 June, 2024: World Day Against Child Labour, which falls within Domestic Workers' Week, was commemorated by accentuating the theme: Lets Act of on our Commitments: End Child Labour. The day witnessed the provision of awareness to school children about the concept, causes and harmful impacts of child Labour and why it was important to refrain from it, they were also encouraged to suppress such social ill

from taking shape. Furthermore, the child beneficiaries were involved in felicitating Guwahati's Railway Police Department in appreciation for their continuous efforts in protecting them. Officer-in-Charge Mr. Abhishek Bodo in his key note address spoke of the importance of education, the unacceptability of child labour, responsibility of bringing those engaged in Child Labour to justice, significance of collaborative efforts in



thwarting the social ill, the value of education, the divineness of a child, the strength of forces at work in perpetuating the evil etc. He gave a clarion call to all the attendees to eradicate child labour from the face of the Earth. Furthermore, orientation on CDI was given, also the causes and consequences of child labour were disseminated to the participants.

13 June, 2024: Efforts were made to raise awareness about the events and issues concerning domestic workers through distribution of leaflets to media outlets, journalist, employers and the general public. Also, a “candle vigil” was held especially at Churachandpur.

14 June 2024: Silent rallies or “walking with slogans” were undertaken in the project cities to raise public awareness about issues faced by the domestic workers and their rights, also their significance in care economy.



15th June, 2024: The programme on Social Entrepreneurship Training was held at CDI with the administrative staff and the beneficiaries. A speech on how financial stability translates to self-respect and respect from the society, which further leads to self-determination and independence was elucidated. Moreover, the programme educated the beneficiaries on the levels of entrepreneurship which comprises of Micro, Mezzo and Macro, the two main business domains: manufacturing and servicing, and the systematic steps involved in business development. There was an emphasis on the fundamental significance of an idea, an abstract concept yet the foundation for all tangible start-ups. A team building exercise called Tallest Tower, which stressed the importance of collaborative teamwork also featured. Problems that hinder the initiation of income generating businesses were discussed, also project selection and development. Tasks like project creation and project analysis were given to the beneficiaries and a success story was highlighted for illustrative purposes.



Domestic Workers Day The “International Day of Domestic Workers” was celebrated with pomp and glamour in all project locations where the domestic workers were felicitated, uplifting speeches were made, cultural programmes were endeavored and supports garnered. There was a deep appreciation from the domestic workers themselves. In the programme held in CDI’s Hall where the beneficiaries, the



staff and the invitees were in attendance, the importance of the day and reasons for celebrating were heard. Sr. Teresa Salemthangi, the assistant director spoke of the need for uplifting the domestic workers and tendered her profound gratitude. Sr. Lisa Eluvankal, the director of CDI talked about the progressive desirable impact of domestic work on the economy and stressed their upliftment. She also emphasized that they deserved



more recognition and mentioned that the available scopes of domestic work like elderly and children were in high demand, accentuating the need for skilling them. Ms. Tushi Gogoi, Assistant Labour Commissioner from Labour Officer motivated the domestic workers and shared about the significance, recognition and respect for the domestic workers. They were also encouraged to work with dignity and passion. Ms. Hasina Begum, secretary at Human Rights, Kamrup District invigorated the domestic workers to be diligent in their work as the demand for domestic work is increasing. Dr. Binita Das narrated about her happiness, and stressed the contribution and empowerment of the domestic workers, especially in the sphere of economy. Ms. Narindra Paul Kaur, Project Officer, Directorate of Women and Child, Assam elucidated on the importance of employers and employees' good relationship. Ms. Juri Kalita,

Gender Specialists, Social Welfare Department, Kamrup Rural enlightened the attendees on the decision-making capacity of women, issues of gender discrimination, gender equality, good and clean hygienic environment at workplace. Women's helpline numbers 181 and 1098 were shared by her.

The programme instilled in the stakeholders a renewed sense of optimism and solidarity motivating them to fight for justice and equality for domestic workers and create a more equitable and inclusive society. A cultural programme and a few games were also organized.

Monitoring Visit



A final monitoring visit prior to the termination of the project was carried out by Sir Nimal Singh and Miss Bokali Kasho to project cities like Sarupathar, Shillong, Kohima, Tura, Tinsukia etc., where they met the beneficiaries and touched upon subjects like project termination, outcomes and challenges of the project, overall experience and future plans, among others.

Reliefs for Internally Displaced Persons

Embracing the spirit of humanism and unreserved compassion, CDI distributed relief materials to the victims of Manipur Violence, the Internally Displaced Persons (IDPs) in New Lamka, Churachandpur where they are taking temporary refuge all the while dreaming of returning to their respective homes.





Awareness Programme and Leadership Training

An awareness programme on Social Security Schemes and Entitlements was strived at Panglian, Churachandpur, and Kohima, Nagaland. Resource persons such as Sir Yanthriba Sangtam, District Child Protection Officer attended. In total, 102 domestic workers attended. On the other hand, leadership training was held for the group leaders at FIDS office in Imphal City.

Anti-Human Trafficking Activities

To prevent and mitigate human trafficking in the Tea Garden Belt of Assam, CDI has been continuously making efforts through its established community-based organizations (CBOs) like Mahila Samiti, Vigilant Village Committee (VVC), Youth Groups, Children's Clubs to sensitize, educate, capacitate the inhabitants about



trafficking, the methods for effective deterrence and reduction. Additionally, efforts are being made to improve the overall condition of the beneficiaries, as such CDI has adopted a holistic approach towards improving the condition of the inhabitants who are an incessant victim of trafficking and poverty. Some of the key activities are given below:

1.Reformation of CBOs: Youth groups, Mahila Samiti and VVC were restructured and reformed with the primary purpose of enhancing group functioning and increasing project's quantitative and qualitative impact.

2.Celebration of Events: Significant events like World Labour Day, Mother's Day, World Environment Day, World Day Against Trafficking in Persons and Independence were observed across the tea gardens.

3.Awareness Programmes: Specific sensitization session was carried out on health, hygiene, sports and education, skills training and importance of evening tuition and on NIOS enrolment. In the conducted RTE Act programme in which the resource person was Mr. Philip Bara, a government's L.P. School teacher, the children were enlightened on the Act and they were directed to dedicate at-least one hour to studies every-day.

4.Regular meetings: Continuous meetings were carried out for VVC, Mahila Samiti, Youth Groups and other essential local stakeholders, which are explicated inn the following below:

• Quarterly Joint Meeting:

A communicative and collaborative platform for all the CBOs, the meetings focused on migration documentation, safe migration, children's education, health and hygiene, effective rapport



and communication amongst the existing CBOs, environmental preservation, skills training, youth counselling, and maintaining CBOs intervention momentum to continuously and effectively prevent and mitigate human trafficking, among others.

- **Interface Meeting with Education Officials and Service Providers:**

This activity primarily focused on education promotion in the hinterland. Therefore, the deliberated topics include the high dropout rates and its causes, migration, social issues, roles and responsibilities of parents, headmen and intellectuals



towards education promotion, the needed active community participation to facilitate effective school functioning, awareness on nutrition and hygiene, midday meal, importance of SMC, school's attendance regularity, special focus on those weak in studies, significance of education, the pre-requisite smooth functioning of the tuition centres etc.

- **Mahila Samiti and Village Leaders:**

During the meetings, the members of Mahila Samiti and village leaders delved into alternative income generation, education through tuition centres, the effectiveness of awareness programmes being a tool to combat



trafficking and the necessity of sports. Furthermore, subject matters such as health and hygiene, education, migration and regular documentation were taken up.

- **Bi-Annual Mobilization Events on Social Issues:**

This activity was striven on September 1 and 10, 2024 in Udalguri and Kokrajhar districts of Assam, respectively. The beneficiaries were sensitized about health, hygiene and migration through an awareness campaign. The programme resulted in the gathering collective support for social issues like education, safe migration, health and nutrition.



- **Annual Interface Meeting:**

In the Annual Interface meetings which are conducted with stakeholders like NGOs, village headman, village educated persons, children and parents saw the discussion mostly centred on education, Right of Children to Free and Compulsory Act 2009, safe migration, maintenance of migrant's registers and smooth functioning of tuition centres. Education was taken up in every meeting leading to increased community engagement, awareness surrounding children's education, enhanced participation amongst parents and community folks.



Food Relief



Two food reliefs effort were endeavoured in Kamrup with the purpose of providing monsoon flood victims the much-needed respite from food shortages and psychological sufferings. The first relief was striven in July wherein 76 domestic workers were disbursed with relief items consisting of rice, lentils, salt, cooking oil, spices etc., at Guimara, Satrapara,

Padumbori, Jalukbari, Amingaon, and Tetilia. The second relief was carried out from 20 to 21 August at Santola, Gopalpur, Palashbari, Haropara, Dharampara, Dhopguri, Gargara, Gawalhati, Dekapara, Nepali Basti, Mekurikuchi, Majpara, Azara, Sadilpara, Adabari, Podumbori and Tetelia. 300 domestic workers and 190 children were the beneficiaries of the endeavour who ended up receiving provisions such as rice, red lentils, milk, cooking oil, biscuits etc.

Special Awareness and Enrollment Drive

On 7 August, 2024, the staff of CDI attended a one-day titled “A Special Awareness and Enrollment Drive on Gender Sensitization” endeavored by District Hub for Empowerment of Women, Kamrup Department of Women and Child Development.



Awareness Programme on Harassment



On 26 August, a sensitization programme on Harassment was endeavored at Palashbari and Shantipur with the beneficiaries with the primary purpose of facilitating them to defend themselves and prevent such unwanted incident. They were motivated to raise their voice against a ny kid of harassment be it abuses like sexual, mental, physical or emotional. They were educated to take appropriate measures to deal with



all these kinds of aggravations. Furthermore, they were instructed to spread awareness about the issue to their family members, relatives, neighbours and communities.

Counselling the Client

A beneficiary by the name of Mrs. Beauty Mali was given mental and emotional support after the staff found out that she had been suffering from Diabetes since 10 long years, the disease is characterized as chronic and the causes of which

were in her case mental stress and poor diet. Furthermore, the disease itself was causing her intense mental and emotional distress. The staff through the utilization of social work principles like principles of acceptance and non-judgemental attitude, values like service and skills such as active listening and empathy provided an effective intervention. More such intervention is on the way to assist her in managing the distress she is undergoing. Additionally, action has been taken to obtain ABHA card for her to ensure health financial support.

Interception Project

The interception project has been instrumental in preventing trafficking of potential victims,



most of whom are minors having no experience of the malicious world. From the period between April and December, CDI intercepted 195 cases, mostly at Guwahati Railway Station and other transit points in the city. CDI has uninterruptedly collaborated with Guwahati Railway Police Force and Child Welfare Committee (CWC) to deliver the necessitated pre-emptive intervention. The intervention is carried out in stages: firstly,

observation for signs of distress; secondly, the approach of potential trafficking victim; thirdly, questioning the victim by confronting them with the realities of human trafficking, all victims usually cooperate at this point; fifthly, documentation; sixthly, they are either reunited with their family or kins or taken to CWC for further action. Some of the prominent cases are: running away from home to meet a presumed lover, absconded to escape domestic violence, migrating for work to other states in India, mistakenly separated from family at Kamakhya Temple, escaped from home to escape schooling, sightseeing without money, fled home for fear of punishment, dropped out of school and migrating for work without parents' knowledge etc.

Programme on Women's Domestic Safety and Wellbeing

To augment the safety and well-being of women at home, especially the vulnerable domestic workers where home is their workplace, a programme on women safety was organized where "The Protection of Women from Domestic Violence Act, 2005" was covered on the 20th September, 2024. The programme was carried out in collaboration with Mizoram State Legal Services Authority and Women and Child Development Department, where the beneficiaries were educated on the



concept of domestic violence, and its types inclusive of verbal, physical, sexual, emotional and psychological. Other significant aspects of the Act such as protection orders, residence orders, monetary relief, custody orders, counselling and support services were extensively visited.

Awareness on Social Security and Entitlements

Awareness on Social Security and Entitlements was conducted in the project cities falling under New Hope. It was carried out at Zeliangrong Village in Dimapur on 6 and 7 December wherein 87 of them participated and at Gaon Bura Colony, Naharbari on 16 December. In Kohima City, it was striven on 6, 8 and 14 December 2024 with 250 participants. Post-program a demonstration on paper bag making was demonstrated by Sr. Rincy. 100 domestic workers were witnessed to have partaken in the awareness programme on 8 and 9 December, 2024 in Imphal, while Churachandpur carried out the event on 10, 11 and 12 December, 2024 at Panglian, Lanva TD Block and KIC Hall, Tuibuang, respectively. Champhai hosted the session on 12 December at ZNS Hall.



Capacity Building Training

A two-day capacity building training was endeavored at CDI for the staff of Manos Unidas and Global Fund for Women from 9 to 10 September, 2024. The basic intention behind the training was to evaluate the projects' progress and make necessitated adjustments for increased effectiveness and efficiency. The exercise witnessed a summary presentation of project activity, target, objective and achievement. SWOT analysis was also conducted to deal with the projects' weaknesses and threats. The most important outcome of the exercise was elimination of non-impactful activities and inclusion of new activities for both the projects: budgeted and non-budgeted. Additionally, the training covered topics like effective communication, conflict resolution, methods to identify and address abuse and harassment, about domestic workers and their rights, income generating activities and many more.



Paralegal Volunteer Training Programme

An event called "Paralegal Volunteer Programme" was organized by Social Action for Human Rights (SAFHR) in collaboration with Manos Unidas, Bakdil and Labour Migrant Commission at Walbakgre Bakdil on 18 October, 2024. Three staff from CDI viz., Ms. Nisha, Ms. Jhanchira and Ms. Tenia graced the third day of the programme, actively participated and effectively learned about the undertaken subject matters, thereby, enhancing their intervention



effectiveness in working for the well-being of the domestic workers and other marginalized beneficiaries.

One Day Seminar

CDI's staff in Nagaland attended a seminar called "Women Working in an Unorganized Sector in Nagaland: Challenges and Opportunities", which was collaboratively organized by Entrepreneur Associates and National Commission for Women. The chief guest for the event was Shri. La Ganesan, Honourable Governor of Nagaland. True to its title, the event centred on deliberations.



concerning those working in the unorganized sector, their conditions, available welfare schemes and daily challenges, the existing opportunities and how to leverage them. It was an enriching event resulting in enhancement of understanding concerning the situation of the domestic workers and other workers from the unorganized sector.

Empowering Youth for Leadership and Community Transformation

Two programs were conducted, aimed at strengthening the community's resilience by fostering leadership and a sense of ownership among its members. Through counseling sessions, youth were inspired to take an active role in shaping changes in education, leadership, and entrepreneurship. These sessions proved highly effective, helping individuals clarify their goals and aspirations, motivating them to aim higher and work diligently toward their objectives. The counseling also provided a platform for responsible societal engagement, positioning the youth as emerging leaders capable of driving positive change and improving livelihoods and security. Additionally, discussions on the negative impact of dropping out highlighted the critical role of education in transforming lives for the better. A total of 80 youth participated in these impactful programs.



Entitlement Camps for Access to Government Schemes and Civic Engagement

On February 24, 2025, and 26th 2025, entitlement camps were organized in Laksmipur A block and Subansiri village to connect residents with various government schemes and assist them with personal documentation needs, specifically for updating AADHAR and voter enrollment. This initiative aimed to enhance community access to essential services and ensure that individuals could participate fully in civic processes by maintaining accurate and up-to-date identification and registration.



Collaborative Dialogue for Community Improvement

The joint meeting with the Village Vigilance Committee (VVC), Mahila Group, and Youth Group addressed pressing social issues such as education, migration, health, and hygiene. This collaborative discussion united various village stakeholders to





brainstorm solutions for the community's improvement. The platform fostered a shared sense of responsibility among participants, encouraging them to collectively care for and advocate for their society's betterment.

Strengthening Community Engagement Through Education Resource Awareness

The interface meeting with education officials and service providers effectively connected



students, parents, teachers, and officials, facilitating a valuable exchange of information. During this program, service providers shared vital knowledge about available educational resources and services with the village community, ensuring that those unaware of such offerings could gain access to essential support.

This initiative not only informed the participants but also strengthened the ties between educators and the community, promoting a more informed and engaged local populace.

Awareness Programme

To brief the domestic workers on their rights and entitlements, awareness programmes were organized for them. The events focused on crucial topics for example domestic workers rights involving decent work, minimum wage, equal pay, safe environment etc.; schemes such as Pradhan Mantri Yogi Maan-Dhan Pension Yojana, Manipur old age pension scheme, disability scheme, child welfare scheme, One Stop



Centre and many more; and entitlements like pan card, voter ID, Aadhaar card and bank passbook, among others. They were further expounded on the eligibility criteria and their significance and assured that CDI was there for assistance.

Capacity Building Training

Concerning capacity building programme, the event was observed in all the project cities



wherein the attendees were enlightened on crucial topics to enhance leadership, communication, teamwork and problem-solving skill. The training aimed to strengthen leadership, management and organizational skills to increase the effectiveness of domestic workers 'collectives.

Solidarity and Direct Intervention:

staff visited the fire victims of Naharbari Colony in Dimapur, who homes were charred to ashes by a seething fire. 246 households were reduced to unrecognizable ruins, among them, 50 houses belonged to the domestic workers. On 23 January, 2024, relief materials were distributed to the victims to give them the needed respite from their unprecedented suffering. The staff also met a domestic worker who was unwell and currently off from work, she was assured of the staff's genuine support.



Collaboration with Stakeholders: A collaborative approach was witnessed this reporting



period, a pre-requisite in a purposeful and meaningful helping process. As a result, vendors were visited to purchase the needed items for providing relief to those reeling in relief camps, victims of the ethnic strife. Additionally, a letter was drafted and sent to Mizoram's State Legislative for the forthcoming awareness programme, a proposal was submitted to DLSA for a legal sensitization event and confirmation was made, invitation was given to Mizoram State

Legal Services Authority for a legal orientation function, and a social welfare office was frequented for the purpose of entitlement. Advocate Ms. Christina and CJM Pu Hriata of Zote District Court were met for the looming events. Furthermore, Tura Post Office was paid a visit to in order to collect the issued Aadhaar Card for a beneficiary.

Interception Project: 23 potential trafficking victims were assisted by the interception staff between January 1 and 31, 2025. The cases include missing persons case, escaped from Brick Kiln factory, fled from home as he didn't want to resume his schooling, unable to disembark from train at the right location, escaped after being chided and beaten for misplaced motivation and focus, absconded from home to go back to madrassa. The cases highlight about the importance of educating minors regarding the difficulty and dangers





involved in travelling and engaging in impulsive actions that put them at a position of vulnerability. It also emphasizes about the need for sound inter-personal relationship at home, increased understanding of parents regarding teenage behaviour, and the need to refrain from excessive disciplinary actions.

Anti-Human Trafficking Project

1. Bi-Annual Meeting with Education Officials and Service Providers: CBOs such as VVC,

Mahila Samiti, Youth Forum, Children's Club including significant dignitaries and an association partook. The meetings centered on themes like anti-human trafficking, witchcraft, causes of migration and its effects, education, health, sports, pig farming, which was something they were currently working on. Enrollment of drop-outs to vocational courses, schools and tuition centres were discussed and decision was taken to prohibit HSLC and HS students from partaking in any social gatherings during the course of their exams. Dignitaries like Mrs. Flora, principal of Don Bosco in Tankibasti, and Mrs. Renu Xalxo, an Anganwadi worker provided enlightenment into the current areas of business or the current business



situation. Also, personalities like Mr. Triphu Daimari, Deputy of Chief, LADC; and members of AASAA graced the gathering leading to intellectual enrichment and motivation.

2. Quarterly Meeting with VVC, Mahila and Youths: This collective event explored human trafficking and migration. The primary objectives were trafficking sensitization and discussion involving migration minimization. Apart from there, subjects such as health and hygiene, education, responsibility of the parents in the family and the necessitated consistent attendance and participation in school featured.

3. Youth Counselling: The staff successful counselled two drop out girls to enroll into a free of cost three-month duration computer course at Chapar ITI. The staff's relentlessness and determination paid off.

4. Monitoring: The staff monitored the learning centres at Dadabil and Nepalipara to ensure that the centres were functioning the optimum level and that the teachers were carrying out their required responsibilities. Also, the forthcoming HSLC examinees Ms. Anjela Bara and Ms. Esani Kujur shared their preparations for examinations with the children.

Home Visits: The staff dropped by Habibasti for a join reflection-cum-input sessions of the programmes recently held in CDI. Furthermore, the same activity was carried out with women's groups



Meetings for Domestic Workers

Empowerment: Group meetings were organized with the collectives which witnessed the achievement of the following outcomes:

- Discussion and explanation concerning the pilot scheme under UD and PA department.
- Dissemination of information regarding the upcoming visits from the funding agency.
- Discussion concerning the method towards inspiring the group members to be more proactive, collaborative, active and participative in group sanctioned activities.
- Clarification on the project's aims and objectives that must be disseminated to new members.
- Deliberation on working conditions and the need for each member to be an active contributor.
- They were also educated on the concept of leadership and one group was successfully established.



The staff also convened a meeting with NEST, the project's networking partner to discuss potential collaboration for the benefit of the beneficiaries. To seek permission on the utilization of the Community Hall for the forthcoming relief camp, Ragailong chairman was met.

Two Day Training for Missio's Beneficiaries: 5 two-day residential trainings called "Annual Two-Day Reflection-Cum-Planning" were organized in CDI's Auditorium from January 12



to 13, 19 to 20, 22 to 23, 26 to 27 and 30 to 31, 2025. It was organized for the CBOs of the anti-human trafficking project, specifically Mahila Samiti and VVC wherein the events witnessed 446 in attendance. The training was aimed at increasing the beneficiaries' safety net, their understanding of Labor Laws, Migration, Rights and Entitlements, Health and Hygiene, Nutrition, Reproductive Health, Sexual

Harassment, etc. Concerning migration and social welfare schemes, Mr. John Gautam touched upon topics like concept, history, types of migration, while regarding SSS his talk centred on all the available schemes and entitlements useful to the beneficiaries. Concerning health and hygiene, the staff were explicated on the meaning of health; physical, mental and emotional health; healthy habits, nutrition, consequences of malnutrition; waste management, types of wastes, method of management etc., by the resource person named Mr. Manoj Patnayak, faculty and trainer at Assam Paramedical and Nursing Institute. He also gave a live demonstration on Cardiopulmonary Resuscitation (CPR) of which the participants internalized. Whereas, when it came to labour laws, the attendees were enlightened by Mr. Abhinash Narzary, programme manager at SAFHR, on the provisions enshrined in the Indian Constitution, history of labour laws and the specific Acts that guarantees them their various rights ranging from wage to entitlements, maternity leave to remedial against sexual harassment etc.

Networking with stakeholders

The meetings were organized with the objective of recognizing the rights of domestic workers, promoting better and more respectable working conditions, and fostering stronger relationships within the community. These gatherings aimed to share information and encourage collaboration for the empowerment of domestic workers. Additionally, meetings were held with government departments and local bodies to raise awareness and advocate for the rights of domestic workers. Through these efforts, support systems were established within community groups that can now advocate for the rights of domestic workers, offer legal assistance, and provide both emotional and professional support.



Celebration of Women's Day

On March 8, 2025, all field areas came together to celebrate International Women's Day, honoring women across diverse professions and acknowledging their invaluable contributions



to society. Events were organized to recognize the achievements of women, foster discussions around gender equality, and promote respect for their work in various sectors. Celebrations featured inspiring talks from female leaders, workshops focusing on

empowerment and skill-building, and opportunities for networking. This day served as a powerful reminder of the need to support women's rights and create inclusive environments where their talents and abilities can flourish. Together, the celebrations aimed to uplift women, raise awareness about ongoing challenges and inspire collective action toward a

more equitable future.

Interface Meetings:

The interface meeting with education officials and service providers successfully connected students, parents, teachers, and officials, fostering a valuable exchange of information. Service providers shared crucial knowledge about educational resources with the village community, ensuring access to



essential support for those previously unaware. This initiative not only informed participants but also strengthened the bonds between educators and the community, promoting a more engaged local populace.

Success Stories

A Life-Threatening Accident

On 25 September, 2024, Mrs. Pranita Das, a 57-year-old seasoned domestic worker from Dhopguri, Mirza in Guwahati suffered a life-threatening left ankle injury and severe burns when a pressure cooker exploded unceremoniously while she was cooking in her home. The staff was swiftly informed of her predicament and she was taken to Palashbari in Mirza where the doctor took her X Ray and for the further treatment she was referred to Multi-Specialty Hospital, also within Mirza, where she was screened for Diabetes, blood pressure and where her wound dressing was done. The staff covered the costs. Discussion with the doctor revealed that the concerned person needed surgery within two days and they could either get the operation done in a private hospital which would cost them Rs.1,30,000, or in another hospital in Boko which would incur Rs.70,000. They chose the latter and the operation was successfully done at Ayuskalpa Hospital in Boko. Presently she is taking bed-rest as advised by the doctor and gradually recovering. She is in extreme gratitude for the timely medical care and genuinely expressed her profound thankfulness to the staff and CDI.



Income Generation through bamboo shoot pickle venture

An SHG group successfully prepared, packaged and sold bamboo shoot pickles, thus, facilitating them to imagine a sustainable enterprise characterized by financial stability. The primary objective of this endeavor was to increase the groups' savings and preparation was done by utilizing the traditional pickle preparation method, thus, ensuring high quality and hygiene. The pickles were then packaged and sold which generated a revenue of Rs. 2500 out of an initial investment of Rs. 800, which means the accrued profit was Rs. 1700. The members of SHGs continue to challenge the status quo and are making steady progress towards an envisioned future where financial stability and high standard of living are the norms.



MICRO-CREDIT AND ENTREPRENEURSHIP DEVELOPMENT

Meetings for SHG Empowerment

CDI has several projects wherein vulnerable domestic workers and other financially troubled rural women folks are empowered through formation and continuous maintenance of self-help groups (SHG), the aim of which is building self-reliant entities founded on collaboration, mutual support, professionalism, and common goals. To achieve the aim, perpetual meetings were carried out during which topics like seed money and return policy, alternative livelihood



activities, methods of government scheme application, workplace challenges, the progress of the active income generating businesses, market condition, seed money investment, possible profits and future plans were delved into. Start-up funds to facilitate initiation of self-sustainable businesses were also disbursed. Furthermore, the meetings provide an opportunity to spread awareness on significant relevant topics, monitor businesses' progress, inform them about upcoming programmes, educate them on the necessitated skills and knowledge, assist them in overcoming their issues, clarify them on pressing concept and concerns, motivate them towards what's best for them and their businesses, inquire about their situation, challenges and problems they are facing and discuss about a variety of topics and pertinent issues etc.

Monitoring SHG Start-Ups



CDI's staff through continuous visits, monitor and document the activities of the domestic workers and SHGs and through this they've been able to gather key insights regarding the progress of SHGs and domestic workers conditions. They have been illustrated in the following below:

- Despite their hectic schedule, there is great earnestness about initiating income generating businesses.
- The staff found that a domestic worker named Mrs. Sajida Begum suffering from diabetes and high blood pressure, wasn't happy at her previous workplace due to lack of workplace rights and low salary, therefore she was relocated to her new workplace and medical assistance was provided.
- Some were unable to form SHG group due to their nomadic lifestyle. So, the staff made efforts to find permanent residence for them.
- Bordoisila SHG group successfully returned the previous seed money and therefore received the second phase's start up fund.
- The staff witnessed and partook in the planning and initiation of several alternative livelihood businesses like the production and subsequent marketing of detergent and toilet cleaner.
- At one time they found that 16 beneficiaries were interested in engaging in start-ups.
- Three specific SHGs groups who were provided with start-up funds invested in



Handmade Eri Silk and Handloom Craft ventures.

- Some were witnessed to have begun self-business on weaving and rearing pigs and domestic worker Mrs. Hemoni Momin from Tura opened a small shop.
- It was also discovered that Nangrime group in Sonanpara was engaged in a livelihood activity that is manufacturing and supplying different types of pickles to local shops, thereby generating lucrative returns, while the three members of Bolsal Achik have started food processing business by utilizing the capital they had received and a group from Balchakra is producing chips and supplying them to stalls and shops at wholesale rates leading to high profits.
- Mrs. Satarin has started tailoring venture with the money she received
- Mrs. Sapme Marak has initiated a clothing business
- Mrs. Sobitha Sangma has begun tailoring-cum-detergent start up
- Plastic bag production supplementary livelihood has been started by Mrs. Salomi and Mrs. Kabitha
- Mrs. Sengmilla and Mrs. Dilche are producing and selling detergent soap
- Food production and sales as an alternative livelihood income has been initiated by Mrs. Babitha

Beneficiaries' Visits for their Empowerment

Regular visitation of the beneficiaries is a critical and integral part of the empowerment process. The perpetual visits enabled in the effective monitoring of the beneficiaries' activities, development and maintenance of rapport, education and awareness, inquiry and deliberation into their lives and start-ups' situations and on other significant subjects. It also motivated them towards self-reliance and



financial independence. Therefore, the frequent meet-ups created trust, mutual cooperation, inspiration, a shared vision and sustained the cycles of empowerment. Some of the activities conducted during the visits were start-ups progress monitoring, deliberation involving work matters, mobilization for upcoming activities, inquiry about health and living conditions; the amounts of investments, yields and losses; awareness on ABHA Health Card, sharing of knowledge on professionalism and many more.



Community Livelihood Development in Tea Garden Belt



To facilitate the achievement of financial independence amongst the inhabitants of the Tea Tribes (Adivasis) of Assam CDI educated, provided awareness and orientation, organized skills training programs, and instituted a contract-based revolving fund system, with the CBOs playing a key role throughout the process. This year, continuous programs, among other initiatives, called “One Day Village

Level Plan Development Orientation” and “Initial Orientation Village Level Business Collectives” were held during which sufficient orientation and deliberation were undertaken on concepts such alternative livelihood business, livelihood activity options, market condition, maintenance of IGA record book, strategies to be adopted by IGA, knowledge about business and its importance, method of cooperative operation of sustainable generating businesses, ways to expand start-ups, proven market strategies for optimum financial gain and long-term business growth, business idea generation, fund utilization and documentation, business building, and financial literacy, among others. Furthermore, IGA account opening was discussed, skills trainings and residential capacity building sessions were taken up, which enabled in drawing up and submission of start-up blue prints under a contract-based fund revolving system. Each concerned beneficiary submitted their business blue-print upon which funds were disbursed to them, previous beneficiary who had paid back the capital where eligible for the funds too. In this way, CDI is bankrolling the beneficiaries and liberating them from their financial woes. Other desirable outcomes of the programme are prevention of migration and mitigation of human trafficking.

Skills Training Centre for Vulnerable Urban Women

To resolve the livelihood concerns of poor and vulnerable urban women of Mysore, they were enrolled into fashion designing-cum-tailoring and computer courses at Ferrando Vocational Training Centre (FCTV). The overall goal was to ensure employability and facilitate in the initiation of self-promoted livelihood activities. The classes occurred on a regular basis. The fashion designing-cum-tailoring students were



imparted on the principles of stitching and sewing which they successfully mastered. They also learned to operate and maintain sewing machines and upgrade non-functional parts. On the other hand, those enrolled into the computer course learned to effectively manipulate basic computing involving both hardware and software. Overall, through the courses, they were able to develop enough competency to guarantee them employment or initiate a self-sustaining business venture. In between, awareness on human trafficking was organized, also efforts were made towards direct placement. To guarantee them employment they were also awarded certified certificates at the courses’ completion.

Skill Training on House Keeping and Food Preparation Program



The main goal of this program is to provide beneficiaries with the essential skills and knowledge needed for financial liberation. Therefore, for the period between January and December, 28 trainings were carried out in which approximately 1066 beneficiaries participated. The endeavored training include housekeeping, agarbatti making, preparation of fast food like momo, samosa, chowmein, potato

cutlet fritters, veg roll etc., and edibles like tamarind candy spoon, banana kurkure and pickles of olive, elephant apple, spices and many more. Training has also been conducted on child and elderly care, PPE and mushroom cultivation, among others. In all the trainings, simultaneous theoretical and experiential methods were used to disseminate and inculcate information and behavior. Furthermore, commercial professionalism like the appropriate selling method, ways of dealing with customers, labeling, logistics, and market conditions were also explicated to them. Each training was a collaborative effort and active participation was ensured, also in most sessions, inculcation of housekeeping etiquettes, hygiene, various aspects of housekeeping were the accompanying objectives. Through this programme, myriad domestic workers have initiated income generating businesses, thus, bringing the program's ultimate objective to fruition.

Manos Tailoring

This is one of CDI's programmes which is striven to enable financial freedom amongst the financially marginalized rural women. Here, they were mobilized and inducted into the training programme with the hope of inculcating them with the necessitated tailoring skills. The syllabus of the training covered a range of topics, from disseminating



knowledge about sewing machines, their operation and maintenance to learning and understanding about the art of sewing and stitching a variety of clothing like handkerchief, school shirts, bloomer pants, kurta, handbags, tops, cushion, pillow cover, blouse, skirt, coat, frock, salwar, kameez and many more. Counselling sessions were also made available to all the trainees and practical assessment was conducted to test their technical competency and knowhow. A valedictory function where all the participants were awarded with Completion Certificates marked the completion of each training batch.

Sramik Kalyan Divas



The staff and domestic workers partook in an event called “Sramik Kalyan Divas” at Vivekananda Kendra Institute of Culture, Uzan Bazar in Guwahati on 23 November, 2024. The event which is observed as “Labour Welfare Day” to commemorate the life and achievements of Lt. Santosh Kumar Topno, witnessed the attendance of several important dignitaries from the Labour Sector along with officials from other departments like Mr. Sanjay Kishan, Minister of

Labour; Mr. Sumit Sattawan, DC of Kamrup; Mr. Hanif Noorani, MD of ASDM; Mr. B. Kalyan Chakravarthy, Principal Secretary to the Govt. of Assam, Labour Welfare Department and Mrs. Anamika Tiwari, Labour Commissioner. Such things as labour welfare data, benefits of being children of labourers, labour laws and the available welfare schemes were shared during the high-octane function. An MoU was also signed between Labour Department and ASDM, while Ajanta Pharma Ltd. And Satyampal Ltd. were conferred with a certificate and a prize. Furthermore, cheques were distributed to labourers and those children rescued from child labours. Thus, the programme came to an end with a vote of thanks after the cultural programme.

Certification Day

10 tailoring trainees belonging to 5th batch were conferred with their training completion certificates on 21 November, 2024 in Tura. The event marked the successful completion of their training journey. They were awarded in the presence of chief guest Sr. Teresa Salemthangi, the assistant director of CDI and guest of honour Mr. Nirmal Singh, the project manager and Sr. Shiji James, the superior. The invited



dignitaries in their speeches, duly inspired and encouraged the beneficiaries to make something out of their achievements and to keep on moving forward with hope and courage.

Employer Visits



An employer by the name of Mr. Asraful Ahmed, an advocate at Guwahati’s High Court was visited where the staff enlightened him about CDI, its history, working areas, objectives and activities. He was also sensitized on domestic workers’ rights, the existing minimum wage, work categories, pay slip, paid leave and many more. A printed magazine called “Forge On” depicting domestic workers and CDI’s weeklong efforts for mass movement and support was also handed

over to the employer. The meeting was fruitful as the domestic who by the time hadn’t been granted a paid leave was given right away.

District-Level Networking Programme

A District Level Networking event was strived in one of the project cities with the purpose of gathering the support of key government officials to address the critical needs of the domestic workers. The hosts of the event adequately enlightened the distinguished invitees about the current dire situation of the beneficiaries and



how the resolution of their needs was paramount. The dignitaries expressed their commitment to provide the necessary support and resources to promote their well-being. There was an assurance about the provision of support in any way possible, with skills development and legal aid welfare being communicated as the priority areas of assistances. One of the major outcomes was willingness and consensus towards collaborative engagement between the hosts and the dignitaries for the betterment of the domestic workers.

Certification Day for 4th Batch Tailoring Trainees of Manos Unidas



5 August, 2024: A valedictory programme was organized for the 4th batch tailoring trainees who successfully completed their 4-month long training course. The guests for the programme included Shri. Tengsrang G Momin, Development Officer and Sr. Teresa Salemthangi, the assistant director of CDI. The event marked the culmination of the four-month

intensive training course, in which participants acquired invaluable skills, which would help them in becoming self-reliant through self-entrepreneurship initiatives. The trainees were awarded certified certificates, a testament to their unwavering commitment. It was a memorable event that celebrated the achievements of the participants and underscored the importance of skill development for economic empowerment. The event was a demonstration to the hard work and commitment of everyone involved, setting a strong foundation for future initiatives aimed at fostering self-reliance and entrepreneurship among women.

Mobilization for Skills Training

The community mobilizers in the tea garden belt visited the homes of the beneficiaries, the parents and drop out girls who had no interest in pursuing their education and where vulnerable to job migration and human trafficking.

The visits were done to recruit the young girls for CDI's residential skills training programme with the primary goal of empowering them leading to financial independence and enhancement in their well-being and quality of life. The other purpose was to prevent them from becoming victims of human trafficking.



Arrival of Skills Trainees in CDI



CDI staff working in the tea gardens visited drop out girls, as well as those at the cusp of leaving school, as education didn't interest them, for the purpose mobilizing them for CDI's residential skills training programme. The staff found that, some of the girls under the blessing of their parents were interested in joining the course. The mobilization paid off as on 12 and 18 October, 2024, two and one

trainee girls arrived in CDI with their guardians to be enrolled into the skilling programme. This training is offered with the twin objectives of human trafficking deterrence and livelihood empowerment leading to financial independence achievement of better quality of life.

Entrepreneurship Concept and Opportunities

On the 24 September, 2024, the staff of Manos Unidas in Tura carried out an event called "entrepreneurship concept and opportunities", which was presided over by the resource person by the name of Mrs. Julinda Marak. The event encompassed such topics as entrepreneurship fundamentals, business planning opportunities in entrepreneurship, book keeping and financial management, budgeting, cost management and growth strategies. It was conducted with the aim of achieving self-reliance and business sustainability knowing that knowledge is financial management is a pre-requisite successfully plan, initiate, implement and ensure sustainability of start-ups.



Training on Social Entrepreneurship Initiatives

A session on Social Entrepreneurship Initiatives was conducted on 17 December, 2024 in CDI, in which Mr. John Gautam Rabha enlightened the 12 domestic workers on the 4 Ps of MSME i.e.,

Product, Price, Place and Promotion. The programme started at 11.30 a.m. with an introductory speech wherein the objective of the training was clearly articulated, which was followed by the main event. In this stage, the business 4 Ps were extensively covered delving into themes like types of enterprises, project selection, problems and opportunities, product choice, manufacturing and services, technology and machinery, finance and approval etc. This was succeeded by an interactive session in which the domestic workers directly interacted with the resource person, also during which they shared about their current start-ups and financial situation, among others. The training concluded at 1.30 p.m. with a vote of thanks delivered by Mrs. Gitamoni Barman.

To enhance economic empowerment in the community, meetings with village-level collectives and district-level collectives' meetings were held in all the districts. A total of 9 programs were organized at different project areas.



Empowering Domestic Workers Through SHGs in Kamrup: The staff constantly kept in touch with the beneficiaries of Kamrup and Tura, the outcomes of which are narrated in the following below:

- **Discussion:** Discussion on self-assessment, livelihood activities, income generation opportunities, minimum wage, health issues, of the installed first phase seed money, the importance of women to support and uplift one another, their daily work activities and the technique of building a good rapport were carried out.



- **Action:** Blood pressure tests were done and review of project activities and report on crisis intervention carried out. Moreover, emergency helpline numbers were shared and the beneficiaries were assisted in making detergent, also case studies reviewed along with seed money activities of each group. budget diary inspected,



mobilization for health camp, ideas for small businesses and earning extra income shared,

the installed seed money collected and mobilized for health camp. For Manos, monthly savings were collected, deliberation carried out regarding their increment and the necessary steps to be adopted for the same. Likewise, an agreement was completed for a stall called **“Griho Kormi’r Sristi”** between the shop owner and the group located at Jharpara, Tetelia, Guwahati with the formal inauguration completed on 27 January, 2025. The community folks were requested to promote the stall. Their working and health condition along with legal documents and their methods of application too were delved into.

- **Inquiry:** Investigation was made into seed money utilization, working condition, health, the livelihood activities they have initiated from the start-up funds, the profits accrued and product sales.

Motivation: Motivated toward collective endeavour and seed money utilization.

- **Awareness:** Awareness provided on digital literacy and personal hygiene.

Livelihood Programme in the Tea Garden

Annual Village Business Collective at Sripur Mahila Samiti: Under this programme, the IGA plan was discussed with the beneficiaries and it was decided that once they received the needed funds, piglets will be bought by CDI committee. Another meeting was held with Mahila Samiti at Tecklibanga village in Dekadong in which deliberation was carried out on Income Generating Activities (IGA). It is also found that the mushroom farming initiated by a member of Mahila Samiti in Dimakuchi is finally bearing fruit.

Empowering Domestic Workers through Home Visits: The staff frequented the fields and met the beneficiaries to inquire about their income generating businesses, carry out project impact assessment, distribute calendars and so on. Likewise, the staff of Manos visited Mrs. Beauti Das, in which they deliberated her case quite extensively, a family visit to address the issues of frequent drop outs too was striven. Additionally, beneficiaries’ homes were frequented with the purpose of identifying drop out girls, also to meet seed money beneficiaries viz., Mrs. Satharin Marak and Mrs. Sengmara Marak who are currently generating a solid income through tailoring and food sales businesses. Jeremiah group was assisted in detergent production and an awareness session was undertaken on skill development programs, NIOS education options, and mechanical training opportunities for drop out boys and girls.



Empowering Domestic Workers through SHGs in Tura: The staff of Manos in Tura in an effort to

maintain the momentum of empowerment endeavoured the following activities:

- **Assistance:** The staff assisted in securing an admission for a domestic worker’s child with mild mental disorder into Montfort School. A domestic worker’s child birth registration was completed.



- **Counselling:** Counselling was provisioned to 37 couples to strengthen their marriage life.

- Discussion was also carried out with parents



about the necessitated physical, mental, social and emotional well-being.

- **Skills Training:** Parents were encouraged to enrol their drop-out teenage daughters into the tailoring programme slated to commence on February, 2025.

Solidarity: The funeral of an esteemed stakeholder by the name of Shri. Probodh M. Sangma, a supply officer of West Garo Hills was attended by the staff, and a domestic worker on sick leave and in need of psychosocial support was met.

Miscellaneous: CDI' calendars were distributed to the community folks.

- SHG members shared that they have earned an annual revenue of Rs.10,000 through the operation of a small business, which will continue into the future.
- Networked with BAKDIL, a non-profit organization.

Manos Group Meeting: A group meeting was conducted with Barima SHG group during which the cumulative collected amount was reviewed, and various activities and strategies to enhance the group's financial stability and earnings were explored. The group had been preparing and selling food items throughout the year earning a revenue of Rs. 18000. The desirable outcome has emboldened them to continue the venture with a proposal to scale it to new heights.



Success Stories

Her Entrepreneurship Spirit Gave Her Financial Wings

Mrs. Pratibha's entrepreneurial success was celebrated in a local newspaper, where her struggle, dedication, sincerity, patience and how she leveraged her strength to become a successful businesswoman were highlighted. The paper showcased her resilience and how she transformed her woeful predicament into a story of inspiration for all poor and vulnerable rural women folks. Just 10 years ago her husband had been involved in an accident which left him incapacitated leaving all financial burden upon her shoulders. Since then, she had been the sole breadwinner consistently trying to make ends meet, all the while looking for entrepreneurship opportunity. She then in 2021, started mushroom farming on her own and gradually build up her business. She joined CDI in 2022 and is a proud member of Shree Ganesh domestic worker's group. She has partaken in all the sanctioned livelihood trainings and seed money has also been provisioned to her, enabling her to enhance her expertise and scale her business. She advocates for women to start their own entrepreneurship venture by assuring them of their capability. She is no doubt a shining star for her contemporaries



The Story behind Mrs. Ambia's Famous Fast-Food

37 years old Mrs. Ambia Begum, a resident of Adabari in Guwahati has been the lone bread earner since her husband suffered paralysis and became bed-ridden, this incident occurred three years prior to her joining CDI. She became a part of CDI in 2022, due to her profound curiosity and enthusiasm in what CDI had to offer. Since the onset, she showed great passion and actively participated in all the implemented programmes wherein she learned about domestic

workers' rights, minimum wage act and got an opportunity to share her problems, increase her



competency and receive encouragement to start a fast-food stall to a She said, “I am truly grateful to CDI for giving me the right help and motivation in achieving financial independence, for increasing my knowledge about alternative livelihood activities, domestic workers rights and other significant information concerning domestic work.”

chieve an enhanced financial safety net. Post induction and during engagement, she got a job in another household through the assistance of CDI compelling her to leave the former miserly household of which she happily did. Thus, her monthly income subsequently increased from Rs. 3000 to 6500. Consequently, she started saving with the hope of starting a fast-food stall venture for which she had been receiving adequate motivation and support. When she had saved enough, she wasted no time and quickly set up her fast-food stall and started selling crispy fried fritters to the passersby by the roadside and this further increased her income to 9000 per month thereby furthering her financial stability and sense of security.

She said, “I am truly grateful to CDI for giving me the right help and motivation in achieving financial independence, for increasing my knowledge about alternative livelihood activities, domestic workers rights and other significant information concerning domestic work.”

CHILD RIGHTS AND CHILD PROTECTION

Tuition Centres

CDI is operating several tuition centres in the tea garden belts with the primary intention of preventing drop outs and improving the students school performance to positively impact upon their education and career. As such, they’ve been incessantly instructed, supervised, taught, clarified, motivated to learn subjects like Assamese, Hindi, Mathematics, Environment, Science, Social

Science, Computer, Drawing and many more. Knowledge on health and hygiene, arts and crafts, good touch and bad touch, writing, speech making have also been instilled. They have been sensitized on subjects like dengue, social ills, alcoholism, cleanliness and health, education and healthcare, among others. Continuous tests and assessments have also been conducted and adequate support have been levied during exam preparatory phases. Co-curricular activities like indoor and outdoor games, visual and performing arts, sports meets are an integral part of the tuition programme and are given sufficient attention. Important occasions like National Human Rights Day, Teacher’s Day, Children’s Day and indigenous festivals are celebrated with a collaborative spirit. To ensure that the centres maintain a high level of functioning, monitoring visits are conducted regularly.



Children’s Club

Children’s clubs have a significant presence in CDI’s projects and it is one of the major means through which children are empowered. Increment in children’s intellectual, emotional, social and physical capacities and catering to the progress of these are what justifies its existence. Regular involvement of children in the club activities have heightened their understanding of contemporary relevant



issues like human trafficking, substance abuse, sexual harassment, have instilled knowledge about child rights, RTI Act and education’s importance, health and hygiene, the club’s objectives and goals, among others. Significance of sports, time management, discipline, regular tuition attendance, the need for cooperative and collaborative attitude and making the tea gardens a drop-out free region and virtues like



punctuality, obedience, truthfulness, unity, integrity have been inculcated in them. The net effect is development of responsible, motivated, empathic, zealous, protective, resilient and contributive citizens.

Children's Day

Children's Day was observed on 14 November, 2024 with the theme **"Listen to the Future"** in the tea garden districts of Assam and in CDI. It was celebration along with tuition centre beneficiaries, teachers, members of community-based organizations (CBOs), NIOS students, vocational trainees, field and administrative staff and other inmates in CDI. The day was inundated with games like football and outdoor sports, visual and performing arts such as singing and dancing, drawing competition, exhibition and delicious refreshments. The day underscored the importance of children to the present and future society, reminded the leaders and grown-ups of the silent yet loud anticipated responsibilities, that they must shoulder to mold the next generation of independent thinkers. The children were also given gifts as a token of appreciation for being "Humanity's Hope" and as a gratitude for the contributions they would soon make. Overall, the day was a memorable, enriching, thought-provoking and inspiring event.



Youths Meeting



With respect to the youth groups, community-based organizations constituted in the tea garden belts, the activities associated with them and in which they are involved are described below:

- Meeting with youths at Dimakuchi to keep them active in their role and activity in society
- Handed over registration card of Miss Priya Panna to her guardian of No. 1 Sonajuli
- Discussion with youths about scholarship
- Football tournament at Dimakuchi T.E.
- Promoting Local Leadership amongst the youth at Baksa district
- Meeting with the youths and they were counselled about solar assembling on 25 August, 2024.

Home Visits and Counselling

The homes of the prolonged absentees were visited and encouraged to come back to the tuition centres. Also, those who were eligible for CDI's residential training were met, counseled, and inspired to join the training programs. Moreover, a counseling session was undertaken at Subansri Adivasi Community Hall where the youths were advised about vocational training, and its associated benefits and motivated to enroll.



Awareness in School



A sensitization event called “awareness on safe migration and trafficking for young children” was held at Don Bosco School in Dimapur, Nagaland and Govt. Middle School in Churachandpur, Manipur. The programme successfully sensitized the children on human trafficking and all its causes and consequences. It cautioned them and also deeply motivated them to prevent and mitigate the occurrences.

Counselling Session for Youth



To ensure that the youths do not become prey to human trafficking, a counseling session was undertaken in which the concept of human trafficking with all its interrelated dimensions, unsafe and safe migration, and safe migration guidelines were expounded. The session is a part of efforts being made towards human trafficking prevention and mitigation.

Rescue and Rehabilitation

In Aizawl, the capital city of Mizoram, two minor domestic workers were rescued from their workplace and handed over to Child Welfare Committee, through One Stop Centre. Subsequently, case follow up was adequately done for the well-being of the rescued victims of child Labour.

Furthermore, A 17-year-old runaway by the name of Ms. Anisha Tigga, studying in class IX and staying at Don Bosco Girls Hostel in Tripura was rescued by the staff at Guwahati Railway Station and united back with her family.





NIOS Coaching Centre

NIOS coaching centre was initiated in CDI on 16 June, 2024 with the basic purpose of educationally empowering the drop-out vulnerable young girls, the ultimate aim of which is improving the quality of their lives, thus, enabling them to live a life of dignity, independence and interdependence. With that in mind 34 students were enrolled, 27 are vying to clear matriculation while the remaining 7



grade 12. The students hail from different CDI project areas viz., Chirang, Baksa, Kokrajhar, Karbi Anglong, Goalpara, Dhubri and Tamulpur in Assam and Mizoram. They are being instructed on a daily basis on subjects such as English, Hindi, Home Science, Painting, Sociology and Data Entry Operations (336, 632). Co-curricular activities like singing and dancing are also being organized on weekends. The students have progressed by leaps and bounds, though some find it challenging as English was never their primary language of instruction. Constant assessment and evaluation are an integral part of the instruction process and the students have completed their TMA (Tutor Marked Assignments) and are awaiting and preparing for their final examinations.

Monitoring Visit-Cum-Distribution of Play Materials



The administrative staff of CDI comprising of Sr. Nisha Hembrom, Sir Nirmal Singh and Sr. Teresa, the assistant director went for a project monitoring visit to Chirang, Kokrajhar, Dhubri and Udalguri and concurrently distributed sports items to the field staff. The dispensed materials consisted of football, frisbee, skipping ropes and stack of colorful cones, among others. These sports kits were later disbursed to the children of the tuition centres and children clubs.

Formation of Community Advisory Board

Community Advisory Board was created at several tuition centres under shelter project. Each board is constituted by 8 to 10 members composed of local teachers, CDIs staff, project supervisors and youth volunteers and every board are to meet on a monthly basis to discuss on the project's progress. The boards' roles include developing progress assessment and indicators data.



implementation plans, recruiting tutors, reviewing

Motivational Meeting with Students

A motivational meeting was carried out with the school students who recently got their summer break at Dubaquoter. They were carefully advised to refrain from going out and working in paddy field or any other daily wage employments around the neighborhood. They were told focus on their studies and take the situation as an opportunity to educationally better themselves.



Quarterly Counselling Session for the Youths



A district level counselling session was organized at Choibari for the village youths inclusive of both genders. The meeting saw the deliberation of responsibilities for youth forum, awareness was provisioned on health, hygiene and nutrition, they were encouraged towards education to minimize the drop-out rate, start-up idea as were also disseminated and also informed about the residential tailoring programme at Centre for Development Initiatives (CDI), this was especially

for interested female youths looking for employment.

Quarterly Counselling Session for the Youths

A counselling session for the youth was undertaken at District Office, Garubasa in Chirang on 20 July, 2024. The meeting touched upon subjects such as school dropouts, human trafficking, crisis intervention, start-up business development and health and hygiene. The resource persons for the meeting were Assistant Professor Mr. Junash Mardi from St. Ann's College, Kokrajhar, Miss Julina Hasda, a BBA student, and Mr. Benjamin Hembrom, a student leader. The primary aim of the session was awareness provision and encouragement towards trafficking prevention, alternative livelihood initiation and adoption of a healthier lifestyle.



Foundation Training for the Youths



This event was strived at No. 1 Sonajuli VDVC Office in Dimakuchi, Udalguri district of Assam from 11.00 am to 4.00 pm. It was attended by 78 participants and the objectives of the programme were: to instil the idea of leadership in the youths, increase capabilities, address unsafe migration and promote safe migration. Through Fr. Paul Rabha's guidance, the youths could reflect on their journey: experiences, achievements, learnings, challenges. The outcomes of the reflection were also discussed

that include personal growth, newfound confidence and a sense of purpose. Subsequently, they were adulated for their transformative journey, a transformation that have empowered them to inspire confidence and the needed change their respective communities. These tangible changes would enable



them to be a leader, inspiration, promote genuine bonds, and make a positive dent in their communities, of which they are greatly looking forward to it.

Shelter Project Staff Training

A residential Assessment, Survey, Evaluation and Research (ASER) test training was organized in CDI for the staff of Shelter Project on 18 July, 2024. The trainees were imparted on the method of ASER Test conduction to assess the levels of children's learning. Additionally, the session covered such topics as health and hygiene, google questionnaire, foundation skills including literacy and numeracy, the need for focusing on the 2027 goals, significance of children's baseline report card and strategies to increase tuition participation. They were also reminded to regularly update the daily project's activities. Furthermore, the staff opined the need to connect with the children at their level, create a comfortable and encouraging learning environment. The resource persons who came from Pratham Education Foundation were Mr. Suraj Das and Mr. Pranab Boruah.



ROH Project Closure Programme



The Ray of Hope closure programme was organized in three cities viz., Nongpoh, Barpeta and Guwahati on the 27, 28 and 30 July, 2024, respectively. The primary objective of the closure programme was to officially close the project by involving important stakeholders. As such, in the closure events, opportunity was taken to review the project process, its performance and factors that had negative

implications on the project's performance, relevance, project sustainability etc. Furthermore, the staff shared about their experience and CDI also expressed its profound appreciation to the staff by felicitating them with thoughtful parting gifts. Encouraging and considerate speeches were heard from both the administrative and field staff and the children's beneficiaries were involved in cultural session and a variety of competitions for which the winners were adored with prizes. The events ended with a group photo session and a hearty meal, which all the participants relished with great delight. 202 children actively partook in the three closure events, which were also attended by around 24 administrative and field staff.

Meeting With Youths for Start Up

Mr. John Gautam Rabha, CDI's Skills Trainer- cum- Missio's business planner met with the youth members and discussed with them about start-up ideas. Some of the major

things taken up in the meeting were the amount of funding, the types of start-ups that would be taken up the youths, business proposal preparation, CDI's rules and regulations with regard to funding, return of



funds and creation of one WhatsApp group for communication purposes, among others.

Meeting with Tutors



Numerous meetings were carried out in the tea garden with the tuition teachers with the primary objective of “increasing the learning centres effectiveness”. The talks centered on frequent register checking, the obligatory condition of daily attendance, adopting such systems of teaching that ensure children’s regularity and punctuality, complete reduction and drop-out

prevention, knowing and understanding teachers and students’ problems and their timely and effective resolutions, and methods that must be adopted to ensure regular attendance. The meetings had numerous positive outcomes: home visit was decided to be one such significant strategy to bring children to the learning centres, the utilization of interactive games and other co-curricular activities like singing, dancing, drawing competition to enhance learning experience, also the platform enabled the children to voice their needs like being given home-works and more tuition time.



The Centre for Development has consistently prioritized the well-being and future of children by implementing several orientation programs aimed at shaping their understanding from an early age. These initiatives have educated children on the significance of education, the realities of human trafficking, its underlying purposes, and methods for overcoming such challenges. The knowledge gained during these formative years equips them with essential

insights into the grave issues of human trafficking and migration, fostering advanced awareness that can empower them to navigate and combat these threats effectively.

Shelter Project Tuition Centres: Continues daily tuitions are endeavoured in the Tea Garden Belt with the purpose of reducing drop outs and improving students’ performance in school. Other accompanying goals are reduction and prevention of human trafficking, holistic



development of children, and transforming children into a contributing member of the community and the society at large. Thus, the children were taught, supervised and clarified to learn subjects like drawing, maths (reading table, table writing, multiplication etc.), Assamese (story and Assamese reading etc.), Hindi, GK, English (oral, paragraph reading etc.), recitation of state’s anthem; maths, drawing and handwriting competition and Science. A drawing



competition also featured, while Romanius Kujur, the coordinator monitored learning centres like Dekadong Line No.4, Milan Samaj Shelter Club and Mainaguri Shelter Club Baksa, among others. Concerning co-curricular activities, outdoor games and kabaddi were organized. The homes of the children were visited to motivate them for regular attendance. Furthermore, Sr. Caroline paid a visit to staff Mr. David Badaik provided the necessary emotional support. CDI calendars were distributed and a picnic was organized on Republic Day.

Missio Tuition: Subjects comprising of English, Assamese (Assamese hand-writing etc.), social science, math (math table, table reading etc.), environment, drawing, Hindi, selfintroduction, meditation, good manners, MIL, sports, exercise, general knowledge, English grammar, singing, dancing, reading practice, science etc. were instructed in the learning centres of Missio project. The children were also sensitized on health and hygiene. Co-curricular activities such as frog jump, dancing including other group games and fun activities were endeavoured. On the 14 of January, the children observed Bogali Bihu, a celebration endemic to the state of Assam for its dual significance.

NIOS Coaching Centre

After more than a weeklong hiatus, NIOS coaching centre re- opened on 3 January, 2025. The classes, practical work and painting portfolio have been completed and the students are preparing for their forthcoming practical exam slated to be held on February, 2025. January 14 was an off day for them, given on account of Bogali Bihu, a festival celebrated in



Assam, marking the end of the harvest season and the beginning of a new year. The students celebrated the event by making traditional edible items like Tilpitha, Narikolpitha,, Ladoos etc.

Success Stories

Prevented Potential Trafficking through Timely Interception

Miss Rukmini (name changed), a 17-year-old girl had been in a distant relationship with a boy from Mumbai named Mr. Gosain (name changed), the origin of their relationship can be traced to an accidental phone call, post which the relationship blossomed into a genuine romance, at-least for the girl as far as we know. However, during the course of the relationship they had never once met, the culprit of which the enormous distance that lay between them, well, we have to say that was a good thing. However, to the girl's utter dismay,

the mother found out about the unsolicited mobile affair and demanded that she ended it. The mother even went to the extent of arranging a marriage for the girl. The girl became distraught when she knew about the inevitability of the event her mother had clandestinely planned. The only thing she could do now was run away from home and go to the meet the boy in Mumbai, which was exactly what would have happened, had she along with her friends not been intercepted by CDI's staff at Guwahati Railway Station.

She made a phone call to Mr. Gosain explaining about the predicament. He advised her to come to Mumbai and promised to arrange a high paying job for her, also told her that he would take care of other things, this sounds really fishy even from here. She was quite ecstatic and she along with her sister and a friend ran away from their homes and reached Guwahati Railway Station via Dimapur's. They reached the station on Monday, however, there was no train going to Mumbai on Monday so they slept at the railway station, meanwhile, somebody stole her money and on top of that they didn't even know how to book a train to Mumbai. Mr. Gosain suggested that they seek help from others. This was when the CDI' staff intercepted them, they were reluctant at first, however, in the end they eventually gave in and narrated a true account of what had transpired. The staff contacted the mother, who seemed quite concerned. Thus, it was happy ending, considering they would have been potentially trafficked, it was indeed a happy ending. The interception potentially saved them from experiencing the horrors of trafficking.

Victim of Multiple Medical Disorders



It was discovered that domestic worker Mrs. Shajeda Begum had been suffering from disorders like dizziness, severe body, leg and ankle ache for ages. Her husband was a victim of Covid-19 pandemic who passed away at its height and left her behind with their son and daughter. Since his demise, she had been the breadwinner earning a monthly amount of Rs. 5000 from her domestic work which she complements it with supplementary unskilled labours. To top this, her monthly house rent is Rs. 3000 and she pays Rs. 1000 for her daughter's tuition fee. Fully aware of the beneficiary's situation, the staff at first took her to Pandu First

Referral Unit (FRU) and then to Life CARE Diagnostic (LCD) in Maligaon for medical consultation and test. All expenditure was borne by the staff.



HEALTHCARE AND HEALTH PROMOTION

World Health Day

World Health Day which is celebrated annually to mark the founding anniversary of World Health Organization (WHO) was observed in the tea garden areas on 7 April, 2024. Taking into cognizance the theme of the year: “My Health, My Right”, the inhabitants were educated on how they were accountable for their own health and duly inspired to practice healthy habits for a healthier and a fulfilling life.



Free Health Camp in the Hinterland



Free health camps were organized for the poor and disease susceptible inhabitants of Chandel and Churachandpur districts of Manipur and in Champhai, Mizoram. Free consultations, screenings, medicines were made available to all those who attended which numbered more than 300 in aggregate. The beneficiaries were quite appreciative of CDI's effort.

Health Camp in Tura

On 20 September, 2024, health camp was organized at Ranggira in collaboration with DM and HO, specialists from Tura Civil Hospital; TBHV, district TB centre; DTC STLS, MO ARTC, dental surgeon, counselor and ADBU students. Awareness, education, free screening and medicines were provided to the participants. As such, the attendees were educated on the prevention, management and importance of early diagnosis concerning HIV/AIDS.



Awareness was disseminated on Tuberculosis inclusive of its preventive and treatment strategies, also the prevention and recovery options related to drug addiction were extensively covered. Dental health professionals underscored the importance of oral health and provided tips for maintaining good dental hygiene. All the attendees were tested on HIV/AIDS and Tuberculosis (TB), were screened for eye defects for which corrective eyeglasses were distributed to those found to be suffering from specific eye problems. Furthermore, medications were provided at free of cost for the various discovered common ailments.



Health Camp in Kamrup



In Kamrup, 6 health camps were undertaken. The event was held in Mekurikuchi on 28 August, in CDI on 13 September, Pandu on 8 November, at Bhubaneswar Baruah Cancer Institute in Guwahati and Satrapara Ideal High School in Bijoynagar on 21 November, in Amingaon and Jalukbari on 13 and 14 December, 2024, respectively. The health camps were carried out in active collaboration with the State's Health Department, ADBU and TISS interns and

Guwahati's Downtown Hospital Healthcare workers. Healthcare professionals like ANM, GNM, pharmacists, grade IV staff, Optometrist, Dermatologist, Pediatrician and Gynecologist partook in the events. They were screened for cancer, eye defects, blood pressure and other specific cases. The beneficiaries were found to be suffering from disorders like fever, gastric, allergy, physical ache, eye defects like cataract and far sightedness etc. Medicines such as calcium tablets, ORS, oral rehydration medicines, cough syrup, paracetamol syrup, eye drops, also optical glasses were disbursed freely to the participants. In aggregate 470 beneficiaries were reached out. The significant outcomes are given in the following below:

- 28 partakers got a referral for affordable cataract operation at GMCH and Down Town Hospital, similarly, 7 other beneficiaries got a medical recommendation for emergency eye treatment in the same hospital.
- 45 beneficiaries received free optical glasses
- Blood pressure checked for 81 participants
- 34 patients were screened for diabetes
- Ms. Jill Daimary and Ms. Rose Teropi aged 18 and 20, respectively received free referrals to Down Town Hospital in Guwahati for a more specialized treatment

In the special Cancer Screening health camp held at Bhubaneswar Baruah Cancer Institute in Guwahati and Satrapara Ideal High School in Bijoynagar, the beneficiaries were enlightened on HPV Vaccine and HPV diagnosis. The event not only provided free cancer test, consultation and medicines but enabled them to independently diagnose possible cancer symptoms at home.

Relief Aid to Children in Manipur's Relief Camps

The staff of New Hope, on the 7 and 8 November, 2024 endeavored in distribution of various items at several relief camps in Tuibuang, Churachandpur, Manipur. The distributions were sponsored by Network Partner. It has been over a year of crisis in Manipur yet affected displaced people especially the children in relief camps are being neglected in regard to their nutritional care. Therefore, 3 boxes of eggs along with Baby Milk Powder (Nestogen which is a nutrient-rich



infant cereal) were distributed in 4 Relief Camps. Recognizing the vital nutritional needs for children's well-being these distributions were undertaken.

Sensitization Programme on HIV/AIDS- Cum- Health Screening



On 11 September, 2024, the staff and beneficiaries of Kohima participated in a sensitization programme-cum- health screening organized collectively by Nagaland User Network (NUN), Sampoorana Suraksha Kendra (SSK), Naga Hospital Authority; NUN IT, Jakhama and Mobile ICTC. The beneficiaries were educated on the harmful effects of HIV/AIDS along with the importance of hygiene. The programme facilitated the beneficiaries in gaining enough

knowledge about the sickness and have empowered them sufficiently to take up all necessary preventive measures and also seek timely medical attention if and when the need arises. In the free health check-up, the beneficiaries were specifically screened for blood sugar levels, blood pressure and HIV/AIDS.

Programme on Health and Hygiene

To educate the beneficiaries on personal hygiene, sanitation practices and basic health care, a programme known as “Health and Hygiene” was conducted on 10 October, 2024 wherein 66 participants partook and were skilled on the art of critical health and hygiene practices. The event encompassed such topics as significance of handwashing, maintenance of cleanliness in living spaces and disease prevention strategies. Also, the influence of health and hygiene over a person's overall well-being, happiness, and reduction of incidents of illnesses was concisely understood.



Another similar programme was endeavoured within the same project area on 22 October, 2024 wherein, the domestic workers were instilled on knowledge regarding oral hygiene importance of regular bathing, maintenance of cleanliness of the surroundings, proper handwashing techniques and the necessity of sufficient sleep.

International Yoga Day



The International Yoga Day was celebrated by the staff and the beneficiaries by performing collective yoga movements at various pockets of the project areas, to get across the message of the importance of health preservation of both the body and the mind. The day is officially recognized by the United Nations and is observed across the globe every year on 21 June.



Entitlement Camp

On February 24 and 26, 2025, entitlement camps were organized in Laksmipur A Block and Subansiri Village. These camps were aimed at connecting community members with various government health and other schemes and assisting them with personal documentation, including updating their AADHAR details and voter enrolment. These initiatives were designed to ensure that individuals have access to essential services and can fully participate in civic and health-related processes.



Health Camp

A special cancer screening camp for women was collaboratively endeavoured with Bhubaneswar Baruah Cancer Institute on 23 January, 2025 at Gowalhati. The camp which started at 11.30 am tested the attendees for symptoms involving oral, breast and chorion cancers. Apart from the pre-determined cancer screening, their blood pressure was also checked and a short awareness was provided on HPV vaccine, a preventive measure against cervical cancer. They were informed that the vaccine is effective for those aged between 9 and 40 and concerning cervical cancer diagnosis, they were told, a visual inspection with acetic acid (VIA) is done by trained health professionals resulting in immediate availability of results. The beneficiaries also received the pre-requisite medicines and consultations at free of cost. The best thing about the event was that the beneficiaries learned to self-diagnose potential cancer symptoms and self-assess their health. The following are the significant numerical outcomes of the event:

- Total Screened: 32; Suspected Oral Cancer Patients: 0 out of 32; Suspected Breast Cancer Patients: 0 out of 32

Success Stories

Medical Emergency

On 11 November, 2024, the staff came to know that 18-year-old Ms. Snighdha Ghosh, daughter of domestic worker Mrs. Lekhi Ghosh had been reeling under extreme chest soreness. Taking cognizance of the situation's gravity, the staff advised them to visit Pandu FRU for consultation and necessary testing. As suggested, the duo visited the hospital and undertook all the needed tests and were prescribed medicines to be taken for a period of 3 months. The doctor informed them of the treatment's perpetuation if the disorder didn't resolve post three months medication. The staff assisted the beneficiaries in purchasing the needed medicines and is closely monitoring the situation.



In Dealing with Depression

29-year-old domestic worker, Mrs. Babita Das from Majpara in Rani fell into depression when her alcoholic husband lost his life and left her behind along with their children. Prior to his demise, he was



leeching off of Mrs. Babita; he didn't work, also failed to carry out his paternal responsibilities, however, he never forgot to demand money for his daily alcohol consumption from his wife. She had expressed her terrible situation during one of domestic workers' meetings, and the staff had counselled the husband but all efforts went in vain. Subsequently, they had a heated irreconcilable disagreement, seeing no other option and a bleak future, Mrs. Babita Das had unceremoniously left the good-for-nothing alcohol obsessed husband to never return. However, the sudden unexpected death of her husband evoked extreme sadness in her that she fell into depression such that the staff rushed to her rescue and provided her the needed counselling and support. However, depression is something that no has no quick remedy therefore, this is an ongoing case, and the end whatever may be, only time will tell.

Donors Visit

On March 23, 2025, Mr Daniel Knable, the Project Manager from DBM, Germany visited Ferrando Niketan, Tinsukia. The centre convened a meeting with beneficiaries of the educational rehabilitation program who successfully completed their senior secondary examinations over the past three years. The meeting was attended 24 past students who shared their journey through the empowerment programme offered at Ferrando Niketan.



Mr. Knable commended the students for their academic accomplishments and acknowledged their perseverance in overcoming significant socio-economic challenges. He highlighted the critical role that sustained educational support plays in preventing exploitation and promoting long-term resilience within vulnerable communities. Beneficiaries shared testimonials reflecting the transformative impact of the program on their personal and academic development.



The meeting also served as a platform to discuss future educational and career opportunities. Mr. Knable reaffirmed the organization's commitment to supporting the beneficiaries' higher education pursuits and vocational aspirations through continued mentorship and financial assistance. This milestone reflects the program's success in empowering at-risk young girls through education and reinforces the importance of targeted interventions in fostering safe, sustainable futures for them.



CARE FOR ENVIRONMENT

Program on Environment

The staff of Manos Unidas participated in an environmental-focused program held at the District Court, where the emphasis was on educating attendees about environmental laws, the harmful impacts of pollution, and the consequences of environmental degradation. The program provided valuable insights into legal frameworks designed to protect the environment and addressed pressing issues related to pollution's effects on health and ecosystems. This engagement not only raised awareness among the attendees but also fostered a collaborative approach to addressing environmental challenges within the community, highlighting the critical need for sustainable practices and adherence to environmental regulations.



World Environment Day



World Environment Day was celebrated on June 5, 2024 to stress the theme: our land, our future, we are generation restoration. The programme was commemorated mostly with school students, members of children's clubs and skills trainees. The event ensured a platform to deliberate on the importance of environment, its protection and preservation to aim for sustainable conservation. Tree plantation and cleaning drive too formed a significant part of the day. The children understood their roles and responsibilities towards Mother's Earth preservation, which is directly related to perpetuation of human and diverse creatures.

Cleanliness Drive

A cleanliness drive was successfully organized by 27 domestic workers in tandem with the "Domestic Workers Week 2024" celebration, aimed at promoting hygiene and community awareness. The initiative took place in Sematilla and Westyard colonies of Dimapur, as well as along the Chingmeirong roadside in Imphal. Participants mobilized to clean public spaces, demonstrating their commitment to environmental stewardship and community well-being. This collective effort not only highlighted the vital role of domestic workers in fostering clean living environments but also aimed to raise awareness about the importance of hygiene and sanitation within their communities.





ANIMATION

Three-Day Workshop on Project Planning and Resource Mobilization

The three-day workshop on Project Planning and Resource Mobilization took place from March 16-18, 2025, at AIDA, Dimapur, Nagaland, bringing together 24 sisters from six MSMHC provinces in India. The workshop aimed to enhance their capacity to assess community needs in line with the Congregation's Charism and Mission, design impactful projects, and effectively mobilize resources for sustainable implementation.

The workshop aimed to assess community needs in alignment with MSMHC's Charism, enhance project planning skills, strengthen proposal writing and fundraising techniques, and explore innovative resource mobilization methods.

An interactive and participatory approach included expert presentations, group discussions, case studies, hands-on exercises in proposal writing and budgeting, and collaborative brainstorming. Resource persons were Bro. Sunny Joseph SDB and Mr. Daniel Knable from DBM Germany.

Highlights:

Day 1: Introduction to project planning and alignment with MSMHC's Mission.

Day 2: Focus on proposal writing, logical frameworks, budgeting, and M&E planning.

Day 3: Strategies for fundraising and donor engagement.

Participants left with valuable insights to enhance their future missions, bringing joy to the communities they serve.



Conclusion

The activities undertaken by CDI over the past year have been pivotal in driving its mission to empower vulnerable communities and combat human trafficking. Through a comprehensive approach encompassing educational initiatives such as tuition centers for children, skill development programs for young girls, anti-human trafficking in the tea gardens and NIOS coaching centers, CDI is aiming to create lasting change in the lives of those it serves. Its efforts to raise awareness, provide training to diverse beneficiary groups including CBOs, domestic workers, marginalized rural women, young girls and vulnerable children, and celebrate events that foster empowerment and unity have further strengthened its impact.

These initiatives underscore CDI's commitment to addressing pressing social issues with dedication, innovation, and compassion. As we reflect on the accomplishments of this year, we remain resolute in our vision to build a safer, more equitable future for all, guided by the principles of resilience, empowerment, and community support. Together, we continue to strive for meaningful change and a brighter tomorrow. In all these endeavours we are not alone, scores of hands, hearts, and minds unite together to achieve the goal of CDI; to all- the stakeholders, donors, sponsors, and supporters we owe our gratitude and look ahead for still further collaboration in the years to co

Photo Gallery

