Apne Aap Women's Collective

the right to a better life for women and children in red light areas

Annual Impact Report

Year of Transformation

2025-26

Great Place To Work. Certified DEC 2025-DEC 2026 INDIA

BSE The Power of Vibrance

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Udaan girls painting at Kala Ghoda Arts Festival

From CEO's Desk



Greetings from Apne Aap Women's Collective,

The year 2025–2026 has been a defining chapter in the journey of Apne Aap Women's Collective (AAWC) — a year of transformation, new beginnings, and renewed commitment to the women and girls we serve.

On a personal note, this year marked my transition into the role of Chief Executive Officer, following the retirement of Ms Manju Vyas, whose years of dedicated leadership have been instrumental in shaping AAWC. As I take this journey forward, I do so with a deep sense of responsibility, humility, and optimism.

At AAWC, transformation is not merely about organizational change; it is about expanding opportunities and transforming lives.

One of our significant milestones this year has been the strengthening of our residential program and transition into an independent hostel for girls, accompanied by an increase in the number of girls under our care. More than a place to stay, we strive to create a safe, nurturing environment where every girl feels valued, supported, and empowered to dream beyond her circumstances. Our commitment to women's empowerment has also continued to bear fruit. Through vocational training and livelihood opportunities, women have acquired skills, secured employment, and taken meaningful steps towards financial independence. Each such achievement signifies confidence, dignity, choice, and the possibility of a better future for themselves and their families.

Another proud milestone was AAWC being ***certified as a Great Place to Work***, a recognition that reflects our commitment to fostering a culture of trust, respect, collaboration, and shared purpose. It reinforces our belief that meaningful change begins with a team that feels valued, supported, and inspired. While the year brought achievements, it also reminded us that growth and transition require resilience, adaptability, and collective effort. We remain committed to strengthening our foundations, enhancing the quality of our programs, and ensuring that our work continues to create sustainable and lasting impact.

None of these milestones would have been possible without the people who stand beside us. My heartfelt gratitude goes to our donors and supporters for their generosity and trust; our Board of Trustees for their guidance and encouragement; our dedicated team for their tireless commitment; and our partners, volunteers, and well-wishers for believing in our mission. Above all, I thank the women and girls whose courage, resilience, and aspirations continue to inspire our work every day.

As we look ahead, we carry forward the strength of our legacy while embracing new ideas, opportunities, and possibilities. Our vision remains clear — to build an organization that not only responds to immediate needs but also creates pathways towards dignity, independence, and lasting change.

We may not be able to change every circumstance into which a woman or girl is born, but together, we can help transform the possibilities that lie ahead of her.

With gratitude and hope,
Abhilasha Rawat
Chief Executive Officer
Apne Aap Women's Collective

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About Us

Founded in **1998**, **A**pne **A**ap **W**omen's **C**ollective (**AAWC**) is an anti-trafficking organization that serves the marginalized women and their daughters of Falkland Road, Kamathipura, and Turbhe Stores—the red light areas of Mumbai and Navi Mumbai.

Our Vision

To provide the tools and resources for empowerment to trafficked brothel-based prostitutes and their daughters in Mumbai's Red Light District, and to prevent the cycle of intergenerational prostitution.

Our Mission

To provide a caring and supportive platform of wholesome services to help women and girls in the Red Light Area make choices for a dignified and better quality of life.

Our Alignment with Sustainable Development Goals

Our work directly contributes to the United Nations Sustainable Development Goals, with a focus on reducing poverty, hunger, inequality, and promoting health, education, and gender equality.





Every step we take starts with compassion.

Managing Committee



Sanjeeta Joshi
PRESIDENT

Our President since 2021, Sanjeeta has over 34 years of experience in retail marketing and training, bringing invaluable expertise to our organization. She has been actively involved in managing committees for various NGOs, demonstrating a strong commitment to social causes.



Sarbani Sengupta
VICE PRESIDENT

Our Vice President since 2022, Sarbani has spent the last 27 years gathering diverse experience in customer service, operations, and quality in Logistics. She has been a dedicated volunteer, who has actively conducted spoken English classes for girl beneficiaries.



Aman Bhalla
SECRETARY

Our Secretary since 2021, Aman currently serves as the Marketing Head of Communications at DHL Express. He has been an ardent volunteer with AAWC since 2014, demonstrating his commitment to the cause.



Nikhil Gupta
TREASURER

Our Treasurer since 2022, Nikhil comes with two decades of experience in wealth management and consumer banking. He has held leadership positions in various Indian and Foreign Banks. He has recently embarked on an entrepreneur journey as the founder of WhiteBoard Finserv, a consulting firm.

Managing Committee



Neha Pandey
COMMITTEE MEMBER

Neha has been associated with the organization for the past three years. With her extensive experience as a Managing Consultant at IBM Consulting, she brings strategic insight and expertise to help drive AAWC's mission forward.



Anil Kumar
COMMITTEE MEMBER

Our committee member since 2022, Anil is well versed in Marketing Communications and brings a unique perspective having witnessed advertising from the agency side, publisher side, and lately, from the auditor side.



Amberin Memon
COMMITTEE MEMBER

Amberin has been associated with the organization for the past year. As the former CSR Head at an IT Company, she brings a wealth of experience in corporate social responsibility and strategic philanthropy to support AAWC's initiatives.



Rupesh Tillu
COMMITTEE MEMBER

Our committee member since 2021, Rupesh has been closely associated with AAWC and played a pivotal role in initiating the theatrical opportunity for Udaan beneficiaries. He is a versatile artist, excelling as an actor, director, and independent filmmaker.

Our Journey of Growth

1998

Foundation

AAWC founded as an anti-trafficking organization serving women in Mumbai's red-light areas.

1998

Umeed

AAWC began as a single-room drop-in center providing counseling, medical care, education, and empowerment services to women.

2000

Udaan

Udaan program was launched to prevent second-generation trafficking by helping daughters of Umeed women who are at risk of coercion into prostitution.

2002

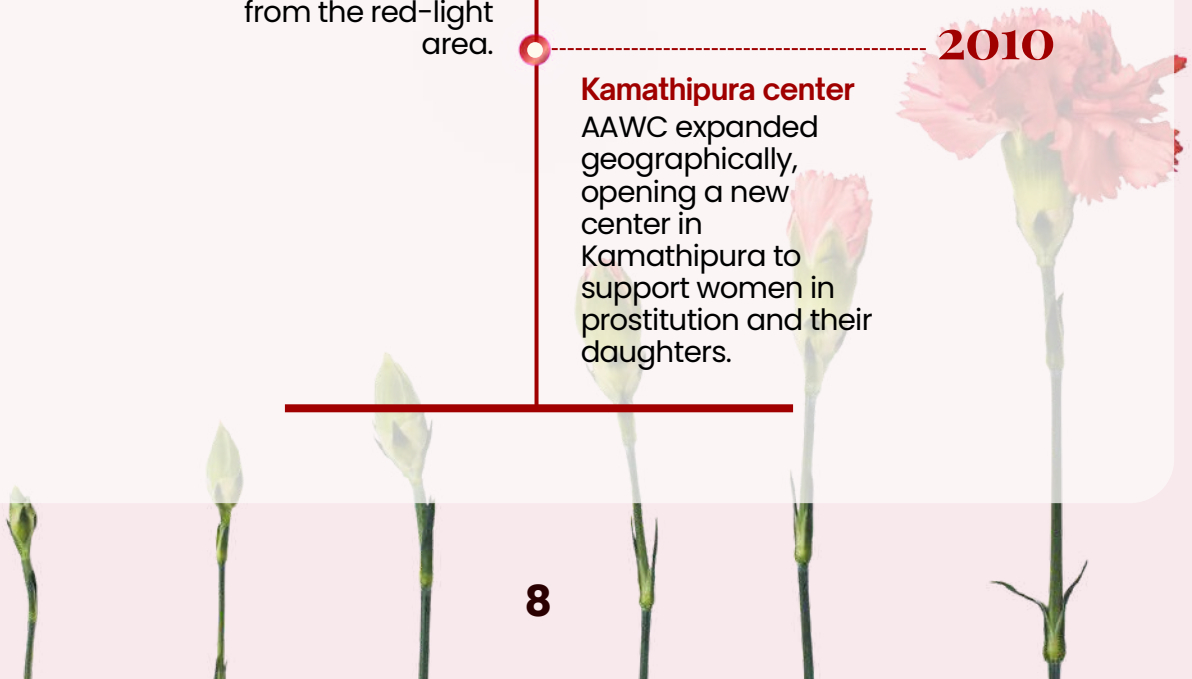
Umang

Umang program was initiated to create a safe haven for the toddlers of the women, offering them a suitable environment away from the red-light area.

2010

Kamathipura center

AAWC expanded geographically, opening a new center in Kamathipura to support women in prostitution and their daughters.



2011

Shelter Home

A 24/7 shelter home established for girls aged 2.5 to 18 years, providing them with a healthy living environment.

2019

Turbhe center

AAWC opened a new center in the Turbhe area, Navi Mumbai, to cater to the needs of women in that locality.

2022

Turbhe daycare center

Day care activities for daughters of women in the Turbhe red-light area commenced, providing much-needed support to vulnerable children.

2023

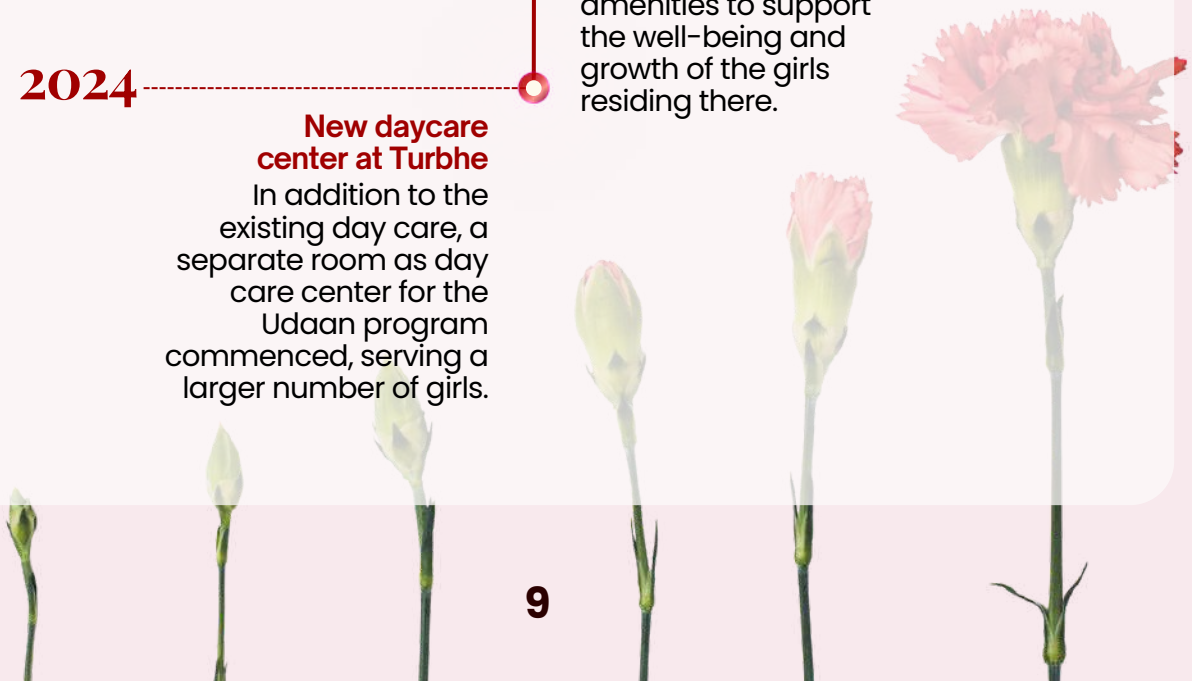
Nerul Shelter Home

Successfully transitioned from Kamathipura to Nerul shelter home, providing better amenities to support the well-being and growth of the girls residing there.

2024

New daycare center at Turbhe

In addition to the existing day care, a separate room as day care center for the Udaan program commenced, serving a larger number of girls.



Intervention Model

AAWC is committed to bringing positive transformation to the lives of the women trapped in brothel-based prostitution and breaking intergenerational prostitution by empowering their daughters.

In response to community needs, **two key programs** have been developed:

Umeed
for women in brothel-based prostitution

Udaan
for daughters of women in brothel-based prostitution

Our programs are research-based, measurable, and designed for local implementation to improve the community.

AAWC adopts a holistic and multi-faceted approach to create lasting change. The Umeed program and Udaan program aim at a holistic and overall development of the beneficiaries through various services such as outreach, education, mental and physical health, vocational training, empowerment, recreation and rehabilitation through shelter home services and placements to facilitate reintegration into society.


Outreach


Finance


Health


Education


Empowerment


Recreation


Shelter

Year of Transformation

Change in Leadership

Abhilasha Rawat stepped into the role of Chief Executive Officer, ushering in a pivotal shift in organizational leadership. Under her strategic guidance and vision, the organization expanded its impact.

Transition to Private Hostel

In a major transformation, our Nerul facility successfully transitioned into an independent hostel facility, expanding capacity to accommodate more girls from the community and enhance services.

Workplace Improvements

We advanced our workplace culture by prioritizing team capacity building, skills enrichment, and active employee engagement and earned the prestigious Great Place to Work certification.

Media Coverage

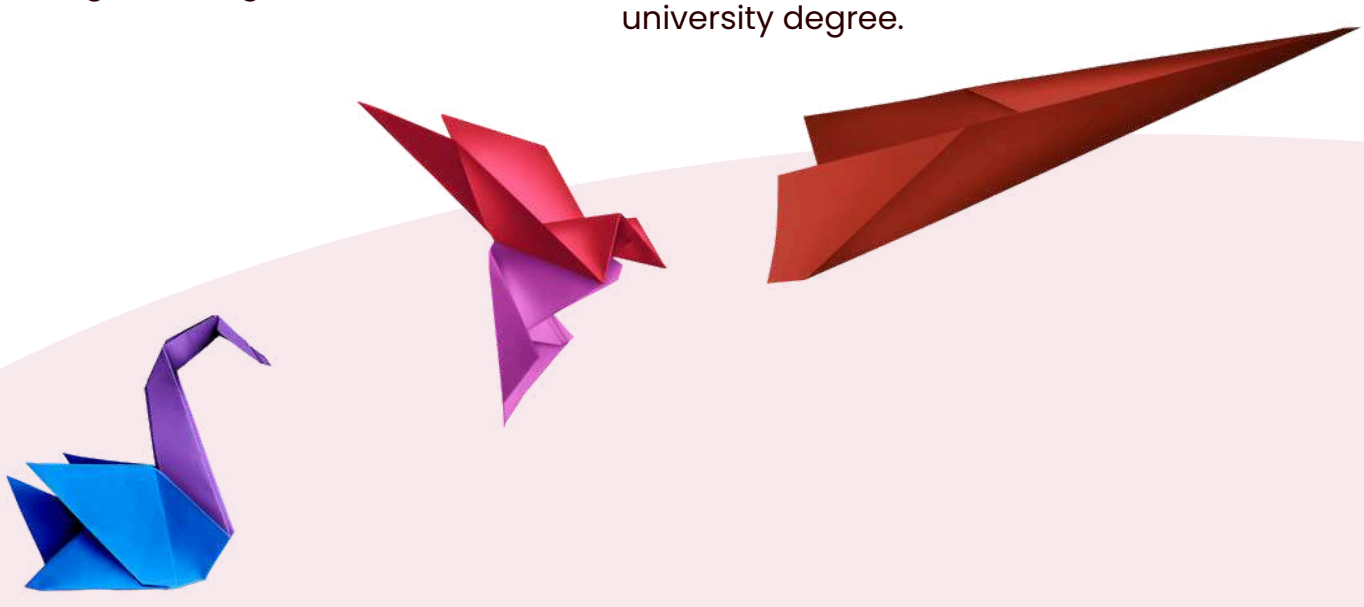
AAWC expanded its public advocacy through a feature on the "Deep Tea with Deepti" podcast, bringing critical attention to the lived experiences and systemic challenges of the community we serve.

Transformations in Umeed

To build pathways toward financial independence, we partnered with SBI Foundation to launch a certified salon training program, equipping women in our Umeed initiative with income generating vocational skills.

Transitions in Education

Our Udaan program celebrated major educational breakthroughs. Several girls successfully completed their 10th-grade board exams, 12th grade board exams and one has continued into her university degree.



Umeed Program - *A story of hope*

Meena* chose to keep going.

Meena was brought to Mumbai on a false promise of work and trapped in exploitation. For the past seven years, she has been with us. When a breast cancer diagnosis left her shaken, steady support helped her cope.

She trained in tailoring, doubting herself at first, then took her first alteration order. Orders grew, and she left her earlier work. For six months, she has supported her household through tailoring.

> ***I have grown a lot here. I have learned new skills, and I see life in a new way.***

MORE VOICES FROM UMEED

> AAWC provides us everything we need. I attended the health camp, received a thorough check-up, and was given the medicines I needed. Thanks to their support, I've made a full recovery and am doing well now. I'm incredibly grateful. Thank you so much!

> I have complete trust in AAWC. I know you always think about what's best for us. That's why whenever you call us for a meeting or program, I make sure to attend. These sessions are not only helpful but also give us valuable information that we wouldn't get otherwise. They make a real difference in our lives.

*Names have been changed to protect the identity of the individuals.

Umeed Program

The Umeed Program continues to work towards empowering women from vulnerable communities by improving their access to education, healthcare, livelihood opportunities, and essential services. This year, the program has shown steady growth in outreach, participation, and overall impact, reflecting increased trust and engagement within the community.

Key Highlights

Reach and Growth

2563
Women reached

120
New Enrollments

Training and Income

190
Vocational trainees

12
Job Placements

16
Referrals for skills training

Health Services

29
Health Camps

23
General Health Checkup Sessions

Adult Literacy

217
Women Enrolled

counseling

1022
counseling Sessions

661
Women Supported

Awareness

73
Awareness Sessions

2281
Women reached

Linkages and Access

311
New Linkages

472
Services Delivered

Transformational Change

2 beneficiaries exited the profession

Beautician Training with SBI Foundation



Partnering with SBI Foundation, AAWC introduced a professional beautician training program offering Umeed women a marketable, dignified trade and a clear path to self-employment. Over a hundred women enrolled in the first cohort, gaining practical skills in hairdressing, skincare, makeup application, salon management, and entrepreneurship. Demonstrating its life-changing impact, one woman has already launched her own salon, successfully generating her own income and building an independent customer base. This training opens doors to formal employment or business ownership well beyond the red-light area, reflecting our shared belief that every woman deserves dignity, safety, and economic independence. We extend our heartfelt gratitude to SBI Foundation for their invaluable support in creating sustainable opportunities and enabling women to live with dignity and self-reliance.



Beneficiary Reach

Through regular visits to brothels and red light areas, our outreach team builds vital trust and personal connections across the community. This year, the program reached **2,563** total beneficiaries (both enrolled and non-enrolled) and welcomed **120** new women into the Umeed Program, reflecting rising community awareness and trust.

Livelihood and Skill Development



Livelihood generation remained a key focus area this year. To foster financial independence, **190** beneficiaries participated in practical, market-aligned skill training covering artisan crafts, sanitary napkin packaging, paper plate making, housekeeping, and retail skills. Additionally, **12** beneficiaries secured job placements and **16** were referred for further employment opportunities.

Equipping women with market-ready trades enabled multiple participants to begin earning independently, creating clear pathways toward economic stability and self-reliance.

Health Interventions

Healthcare services were significantly strengthened during the year. A total of **29** health camps were conducted, reaching **1,427** beneficiaries. These camps included cervical cancer screenings, eye check-ups, dental care, and skin-related consultations.

In addition to health camps, **23** monthly general health check-up sessions were conducted, benefiting **1,331** beneficiaries. These regular check-ups played a crucial role in early detection and prevention of health-related issues.



Functional Literacy Program



The Adult Functional Literacy Program supported **217** beneficiaries this year, helping them build essential reading and writing skills. Through a step-by-step learning approach, women progressed from fundamental skills such as holding a pen and writing their names in Hindi and English to mastering basic numbers and signing official documents. As their confidence grew, participants gained practical life skills, including learning their mobile numbers, reciting dates and months, navigating public transport by reading taxi meters and bus route numbers, and recognizing vital identity documents like Aadhaar, PAN, and ration cards. This practical foundation empowers women to navigate everyday spaces with greater autonomy and self-assurance.



Counseling Support

counseling services played a vital role in supporting beneficiaries' emotional and mental well-being. A total of **1,022** counseling sessions (including barefoot and group counseling) were conducted, reaching **661** beneficiaries.
These sessions focused on providing emotional support and helping beneficiaries manage personal and occupational challenges. Techniques such as mindfulness, emotional awareness using the Emotional Thermometer, and dance movement therapy were used to reduce stress and promote mental well-being. Through this holistic mental health support, beneficiaries developed healthier coping mechanisms, built emotional resilience, and gained greater confidence to navigate daily stressors.

Awareness Programs

A total of **73** awareness sessions were conducted across Kamathipura, Khetwadi, and Turbhe centers, with participation from **2,281** beneficiaries (including both unique and repeat attendees).
The sessions covered a wide range of important topics, including seasonal health care, menstrual hygiene, safer sex practices, women's rights, savings, online safety, and the risks of mobile scams. Additional topics included tuberculosis (TB), malaria, urinary tract infections (UTIs), diabetes, cervical cancer, side effects of abortion, drug addiction, and the importance of regular health check-ups.
Beneficiaries were also educated on digital payments such as G-Pay, financial safety, emergency helpline numbers, and the importance of vocational skills and physical health. These sessions helped improve awareness, encourage informed decision-making, and promote healthier lifestyles.



Securing Identity & Social Security

The program facilitated **311** new linkages for beneficiaries, securing foundational identity documents including access to Aadhaar cards, PAN cards, and ration cards along with Gazette, postal, and banking services. In addition, **161** other welfare services were provided, bringing the total number of services delivered to **472**.

Through these efforts, women were enabled to enroll in beneficial government schemes and receive health cards ensuring direct access to healthcare and social security.

These linkages are crucial in helping beneficiaries access government schemes, financial systems, and essential services, thereby improving their overall quality of life.



Key Social Impact

An important milestone achieved this year is that **2** beneficiaries exited the profession, indicating a positive shift towards alternative livelihood options and improved life choices.

Overall, the Umeed Program has made meaningful progress this year in expanding its reach and deepening its impact. Increased participation across programs, improved access to services, and positive livelihood outcomes demonstrate the effectiveness of the program's holistic approach.

With continued efforts in skill development, health interventions, education, and counseling support, the program is well-positioned to create even greater impact in the coming years.

Story of Success

From no formal education to financial independence

Kusum* has been associated with our organization for the past 12 years. She is originally from Kolkata and had no formal education when she first joined us.

After her enrollment, she was included in the adult literacy program, where she learned to write her name. She actively participated in various meetings, recreational activities, and awareness sessions conducted by the organization. We also supported her in opening a post office account to encourage savings and financial inclusion. A few months later, she started attending the tailoring class. Initially, it was challenging for her to understand measurements and basic concepts, so continuous counseling and repeated practice were provided. She was taught step-by-step skills, starting from stitching simple items like children's clothes, frocks, salwar suits, blouses, and pillow covers.

She practiced regularly for 3 to 3.5 hours every day. Gradually, she developed confidence and learned cutting and stitching independently. Over time, she began receiving stitching orders of 3-4 pairs of clothes per week.

Since Didi wanted to leave her previous profession, we supported her in finding a housekeeping job. She gradually adjusted to the work and now earns around ₹15,000 per month from housekeeping. In addition, she continues stitching clothes and earns approximately ₹6,000 to ₹6,500 per month.

Today, Kusum is able to sustain her livelihood through dignified means. She expresses her happiness and shares that, with the support of the organization, she was able to leave sex work and build a better life.

She is deeply grateful for the continuous guidance and support provided by the organization.



*Name has been changed to protect identity of the individual.

Udaan – *in their own words*

Earlier, I would only look at the pictures in books. Now I can read the words. Sometimes I even read small stories to the younger girls.

– A girl at the Udaan center



**

FEELINGS

Earlier, when I got angry, I would shout or fight. Now sometimes I walk away and talk to my counsellor. I still get angry, but I am learning what to do.

JOY

I like coming to the center because I get to play, study and eat snacks. My favourite is sabudana khichdi. When the teacher says we are having sabudana khichdi, I feel very happy!

TRYING AGAIN

When I didn't do well in my exams, I felt I had failed. But my teacher helped me understand where I needed to improve. Now I have made a study plan, and I am trying again.

BEING HEARD

I used to keep everything to myself because I thought no one would understand. Now I know there are people I can talk to when something is troubling me.

PLAY

I was waiting for my turn on the swing. When I finally got my chance, I didn't want to get down! I wish we could go to the garden every day.

CELEBRATION

Everyone sang for me, and I got to cut the cake. I liked it when all my friends clapped. I felt very special.

HELPING

Earlier, I used to struggle with some subjects myself. Now when my sister asks me something, I can explain it to her. It makes me feel good that I can help someone else.

COURAGE

The first time I had to go alone, I was nervous. I checked the route many times, but I managed to reach in time. Now I feel I can go to new places without being so afraid.

CURIOSITY

Earlier, I would stay quiet if I didn't understand something because I thought others might laugh. Now I ask my teacher. I have realised that asking questions helps me learn.

**Representative Image

Udaan Program

Udaan is committed to breaking the cycle of intergenerational prostitution, which is a significant threat to the daughters of women in brothel-based prostitution. The program offers comprehensive support, including education, healthcare, nutrition, vocational skills, social skills training, life skills training and shelter. By providing these resources, Udaan empowers young girls to make choices that lead to a dignified future and an improved quality of life.

Key Highlights

Reach and Growth

155
Total Daughters Served

Outreach

1674
Community Visits

Education

2471
Education Activities

Health

462
Medical Referrals

Life Skills

90
Sessions Held

counseling

271
Individual counseling Sessions

25
Group counseling Sessions

Recreation

917
Indoor and Outdoor Recreation Activities

Hostel Transition



During the year, the shelter home was successfully transitioned into a standalone hostel facility, expanding its capacity to accommodate more girls from the community. This transition was carried out in full compliance with the Department of Women and Child Development (DWCD) and Child Welfare Committee (CWC).

A structured admission process was established to ensure a smooth and thoughtful transition for beneficiaries. Vulnerable girls were identified through outreach efforts and assessed for hostel readiness through a comprehensive screening process, ensuring that admissions were aligned with each girl's socio-economic context and individual needs.

This transition established a safe, regulated, and high-capacity environment, enabling girls to seamlessly enter a stable residential care framework tailored to their long-term security.

Outreach

The program strengthened its community presence through consistent home visits, outreach follow-ups, and regular mothers' meetings across red light areas. By actively involving caregivers in discussions around education, well-being, and identity documentation, the outreach team bridged access to essential services and addressed attendance challenges directly.

Regular home visits enabled the team to better understand family contexts, address challenges related to irregular attendance, and ensure continued engagement of beneficiaries. Deepening trust with families and mothers fostered a supportive home environment, ensuring sustained program attendance, higher retention rates, and stronger community-led backing for the girls' development.

Education Activity & Digital Literacy

To foster academic continuity and inclusive learning, the program conducted **2,471** activity-based educational sessions, tailored baseline interventions, and digital literacy training supported by audio-visual tools for younger children and assignment-based research for older girls. The initiative also introduced out-of-school beneficiaries to formal education while preparing five students to sit for their 10th board examinations in February 2026.

These comprehensive academic and digital interventions successfully closed learning gaps, built foundational school readiness, and empowered beneficiaries with the confidence and skills needed to achieve formal educational milestones.



Health and Nutrition



The program ensured consistent access to balanced daily meals, including snacks, additional meals during vacation periods, and seasonal refreshments to promote overall physical health. Alongside daily wellness practices like yoga and movement sessions, regular health check-ups and specialized camps facilitated early medical intervention. Interactive awareness workshops on personal hygiene and menstrual health further created safe spaces to reduce stigma, encourage body positivity, and foster healthy habits.

Combining consistent nutrition, preventive check-ups, and stigma-free health education resulted in improved physical vitality, higher hygiene awareness, and greater body confidence among beneficiaries.

Mental well-being and Life skills



Mental health continued to be a core focus area, with structured individual and group counseling interventions supporting beneficiaries in navigating emotional and psychological challenges.
These interventions contributed to strengthening emotional stability, building resilience, and fostering positive coping mechanisms among beneficiaries.
Life skills sessions complemented these efforts by focusing on self-awareness, confidence-building, communication and interpersonal skills, enabling beneficiaries to better understand themselves and engage positively with others. Together, these mental well-being interventions contributed to creating a safe, supportive, and nurturing environment, enabling beneficiaries to grow holistically and lead healthier, more confident lives.

Empowerment

Empowerment initiatives actively facilitated access to essential identity documentation and government entitlements, supporting beneficiaries with Aadhaar updates, ABHA health cards, birth certificates, Gazette name corrections, bank account setups, and specialized disability certification (UDID). These efforts were paired with child rights sessions and enriching cultural exposure, such as theatre performances, to deepen social awareness and self-advocacy.
Securing foundational identity and government entitlements removed critical barriers to education and social security, enabling beneficiaries to exercise their rights and navigate society with independence and dignity.



Recreation Activity

The program conducted **917** recreational and enrichment activities to foster creative expression, emotional growth, and community connection. Through summer vacation exposure visits, talent showcases during Annual Day, and values-based initiatives like Kindness Week, beneficiaries engaged in holistic development beyond classroom learning. Festival celebrations including Raksha Bandhan, Diwali, and Navratri further provided a joyful, culturally rich environment for building lasting peer connections.
These expressive and community-building initiatives nurtured self-confidence, promoted social empathy, and provided beneficiaries with a joyful, inclusive space to celebrate their heritage and personal talents.

Story of Success

From Uncertainty to Achievement: The Story of Two Sisters

When Mira* and her sister joined the hostel, they entered an unfamiliar world. Coming from a background with little exposure to structured routines or formal schooling, the transition was challenging. Everyday activities like sitting together for meals, following a time-table, participating in groups, or communicating with teachers initially felt overwhelming.

An additional challenge was the language barrier between their mother and the team, which sometimes made coordination difficult. However, this gradually transformed into a strength. As the girls settled in, they began translating during interactions. This not only supported smoother engagement with their mother but also significantly boosted their own confidence and communication skills.

From the outset, both girls displayed a strong eagerness to learn. They were particularly drawn to drawing and painting as key avenues for self-expression. Recognizing this, the team used creative methods to build engagement. Their adjustment was supported by a collective effort. Teachers provided guidance with patience, while older hostel girls played a crucial role. Through simple demonstrations, shared activities and constant encouragement, peer learning became central. The sisters were gradually included in games, routines, and responsibilities, learning naturally through observation rather than feeling pressured.

Over time, this nurturing environment led to remarkable changes. Both girls began following routines independently, participating actively in groups, and communicating confidently. This transformation extended to school, where teachers reported they were attentive, hardworking, cooperative, and increasingly expressive.

Their academic achievements further highlighted this progress. In final examinations, the sisters performed exceptionally well, securing 89% and 95%. These results reflected their hard work alongside consistent academic and emotional support.

Today, Mira and her sister have grown into confident, capable, and compassionate individuals who approach learning with enthusiasm. They have come full circle, offering the same guidance to others that they once received. Their journey exemplifies how consistent support, a safe environment, and peer learning help children overcome barriers and achieve their full potential.

*Name has been changed to protect identity of the individual.

Collaborations & Volunteer Engagement

Transformation is rarely a solitary journey. It thrives on community, shared vision, and sustained partnership. Over the past year, our work has been amplified by the unwavering commitment of our allies and dedicated volunteers who step forward to walk alongside the women and children of Apne Aap Women's Collective.

Hexaware Technologies Limited: Through consistent alignment with our core vision, Hexaware has provided essential organizational backing. Their support ensures that our hostel remains fully equipped, secure, and prepared to deliver uninterrupted services to the girls navigating extreme vulnerability.



Transworld Group: Transworld's strategic partnership enables us to maintain high standards of safety, care, and resource distribution across our center-based activities.



SBI Foundation (SBIF): A cornerstone of empowerment, SBIF's collaboration has enabled the economic trajectories of several women in our programs. By co-creating targeted skill-building opportunities, SBIF has enabled our beneficiaries to transition from economic dependence toward dignified financial independence.

Lions Club of Bombay: Rooted in civic action and community service, the Lions Club of Bombay has provided invaluable localized support, amplifying our outreach and assisting with critical health, nutrition, and welfare interventions throughout the year.



Sahaay Charitable Trust: Sahaay has served as a dedicated ally in expanding our education initiatives, providing specialized guidance and resources that enhance our overall program delivery and deepen our ground-level engagement.



Samta Foundation: Grounded in a shared belief in equity and human rights, Samta's backing in our health initiatives has reinforced our efforts and strengthened our foundational work.

Inner Wheel Club: The Inner Wheel Club supported women in the community who are medically ill, with nutrition and ration distribution that helps them meet their food needs during recovery.



Collaborations & Volunteer Engagement



Volunteer Impact: Volunteer engagement remained a cornerstone of our community integration. A major highlight this year was our participation and engagement around the Tata Mumbai Marathon (TMM), where volunteers, supporters, and staff came together to raise awareness and mobilize resources for dignity, safety, and empowerment.

Support also came through the skills and time of our partners. Members of the Inner Wheel Club of Navi Mumbai Sunrise led embroidery and crochet sessions for our girls, helping them learn a new craft, build patience and take pride in something made with their own hands. DY Patil Hospital held menstrual awareness sessions for women, creating a safe space to learn about health and speak about it openly. The NSS unit of SIES College volunteered by gathering goods such as clothes, and during Daan Utsav, the festival of giving organised by United Way Mumbai, volunteers from Help Your NGO joined us. Volunteers from Hexaware visited our hostel and spent time with the girls, bringing conversation, company and cheer.

Christmas was a season of joy at our centers, made special by those who came in person. At Kamathipura, Lions Club of Bombay twinning Lions International, enabled the celebrations, arriving dressed as Santa, spending time with our beneficiaries and bringing gifts and smiles. At Turbhe and Nerul, Lions Club of Bombay JJ Crescent, made the celebrations possible, joining the girls and women in the festivities with gifts and warmth. At Falkland Road, the Leo Club came to celebrate with our beneficiaries, spreading joy and bringing gifts.

Staff Engagement

At Apne Aap Women's Collective, we recognize that organizational transformation begins from within. Our frontline social workers, center managers, educators, and administrative staff carry out demanding work every single day. To sustain impact, foster resilience, and maintain institutional excellence, we spent the past year investing in the personal, professional, and institutional growth of our team.

To boost efficiency and outcome across all centers, we conducted dedicated productivity workshops. This allowed our staff to reduce administrative overhead and spend more time directly serving beneficiaries.

Operating in environments with significant legal and protection concerns requires grounding in essential legal frameworks. Our staff underwent structured training on these essential legal frameworks, including POCSO and the Juvenile Justice Act.

Sustaining impact requires regular reflection. We embed review programs where leadership and field workers gather to analyze performance metrics, examine field challenges, and realign quarter-by-quarter outcomes with our overarching organizational mission. This iterative feedback process helped maintain our program outcomes and organizational accountability.





Staff Engagement

We introduced Employee of the Month recognition. By celebrating milestone achievements and highlighting individual contributions on a regular basis, we built a supportive workplace culture that values hard work and dedication.

Recognizing the heavy emotional demands of trauma-informed community work, we prioritized team wellness and burnout prevention. Creative workshops, collective retreat sessions, and group activities were integrated into quarterly schedules. These spaces provided staff with opportunities to decompress, build mutual trust, process secondary trauma, and re-engage with their work with renewed clarity and energy.









Recognition and Certification

Great Place to Work Certified

The Great Place to Work accreditation is an internationally recognized benchmark based on direct, anonymous employee feedback and a thorough audit of organizational culture, policies, and management behaviors. Achieving this recognition in the non-profit sector where resource constraints and high-stress environments often strain workplace culture, highlights our dedication to operational integrity and employee well-being.

Great Place To Work. Certified DEC 2025-DEC 2026 INDIA

> Empowerment is not a product we distribute; it is a culture we embody. By building an environment of trust, safety, and respect within our organization, we ensure that the transformational care extended to the women and children we serve is grounded, genuine, and enduring.

Podcast: Deep Tea with Deepti

For decades, the stories of women and children navigating red-light districts have been kept out of mainstream conversations or framed through sensationalist, disempowering lenses. This year, AAWC shifted that narrative by stepping onto prominent digital platforms.
Our leadership and beneficiary perspectives were featured in a detailed podcast episode on "Deep Tea with Deepti". This appearance provided a rare, honest, and dignified platform to discuss intersectional vulnerability, empowerment, and social transformation to a wider audience.



Our Partners

Aadhaar card office, Kamathipura
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Ratna Nidhi Charitable Trust
Reliance Hospital
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Our Partners

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Transworld Group
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Union Bank
UPL Ltd and Shroff Family
Vasant Investment Corporation Ltd
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Word Monk
Yuva Parivartan

All our partners, well-wishers, volunteers, interns, consultants, and other individuals who walked with us this year.



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Apne Aap Women's Collective

the right to a better life for women and children in red light areas

Thank you

We are deeply grateful to all our partners and supporters for their invaluable contributions!

Together, we can create lasting change by providing education, healthcare, skills, and opportunities for women and girls from red-light areas.

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Thank You

What we began, we will keep building. Thank you for walking with us.