

ALEGALU



ISSUE 16



FROM THE DIRECTOR'S DESK.....

**TOGETHER, LET US COMMIT TO
BUILDING A FUTURE WHERE JUSTICE IS
SHARED, AND EQUALITY IS REAL.**

Gender justice is at the heart of KROSS's mission. True equality requires more than legal guarantees—it demands cultural transformation, inclusive governance, and social accountability. KROSS is working towards a comprehensive model of gender justice in the through Women Empowerment Programme.

Voice & Participation – Ensuring women and marginalized groups are at the center of decision-making. Our approach focuses on amplifying voices often left unheard, dismantling barriers that sustain inequality, and fostering accountability in institutions. Gender justice is not just about fairness—it is about building stronger, inclusive communities where everyone can thrive.

Institutional Accountability – Strengthening mechanisms that safeguard justice and fairness. KROSS has developed a robust SAFEGUARDING mechanism through resourceful partners and collaborators. The creation of a safe space in the work place is a right where human dignity is upheld and the policy is institutionalised in thread bear details.

Equal Access –We envision, where equality is not an exception but a way of life. Building a gender justice model means ensuring equal access to opportunities, challenging discrimination, and creating systems that empower women and marginalized groups. The programme will not remain theoretical. It is a call to action—mobilizing communities, civil society, and institutions to create a future where gender equality is both practical and permanent.

As you turn the pages of E-Newsletter ALEGALU, We invite you to walk with us in this journey. We invite you to stand with us in shaping this vision. Together, we can transform our communities into a space where equality is real, justice is lived, and dignity is shared. Gender justice is not just a women's issue, it is a cornerstone of human rights, democracy, and sustainable development.

ALEGALU



ISSUE 16



ZONAL LEVEL TRAINING ON STRENGTHENING OF FEDERATIONS

A two-day Zonal Level Training on Strengthening of Federations was conducted at CMSSS, Hassan on the 12th and 13th of June 2025. The training brought together federation leaders, animators, and field staff from across the zone with the objective of enhancing their capacities, deepening their understanding of the federation structure, and equipping them with practical strategies for effective functioning. Resource persons facilitated interactive sessions on leadership, governance, financial management, and sustainability of federations. Group discussions, experience sharing, and action planning were integral parts of the training, fostering collaboration and learning among participants. The training concluded on a positive note, with participants expressing a renewed sense of commitment and clarity towards strengthening the grassroots structures in their respective regions.

TOP NEWS

SYMPOSIUM 2025



Ms. Monica Rachel. A, Documentation Officer and Mr. Raja Sekar, HR, participated in Symposium 2025 organized by HCL Tech Grant on 20th June 2025 in Bangalore. The symposium, themed "CSR for Nation Building," brought together changemakers, NGOs, and CSR leaders to discuss impactful strategies for sustainable development. The event served as a platform for meaningful dialogue on leveraging corporate social responsibility to empower communities and drive long-term social change. Our team had the opportunity to network, share insights, and explore collaboration avenues aligned with our mission.

www.krossbangalore.com

ALEGALU



ISSUE 16



SAFEGUARDING REVIEW MEETING

A Safeguarding Review Meeting was conducted at KROSS on 26th June 2025. A total of 11 safeguarding point persons from 11 partner organizations actively participated in the review session.

The meeting focused on assessing the progress made in implementing safeguarding measures, sharing best practices, and identifying challenges faced at the field level. Participants also reviewed reporting mechanisms, case handling procedures, and documentation practices to ensure compliance with safeguarding standards.

The session served as a platform to foster mutual learning, strengthen inter-organizational support, and reaffirm the collective commitment to creating safe and protective environments within all partner organizations.



MAANINI- GB CUM CAPACITY BUILDING TRAINING

The MAANINI State Women Federation conducted its General Body Meeting cum Capacity Building Training on 3rd July 2025 at KROSS, Bengaluru. The event brought together members of the State Federation and coordinators from the WEP project for a day of learning, reflection, and planning.

The morning session focused on capacity building, with two impactful sessions conducted on self-confidence and leadership development, equipping women leaders with tools to strengthen their role in community building and advocacy.

In the afternoon, the General Body Meeting was held, during which members reviewed the progress of the Federation, discussed future plans, and reaffirmed their commitment to women's empowerment across Karnataka.

www.krossbangalore.com

ALEGALU



ISSUE 16



CLUSTER LEVEL TRAINING ON GENDER EQUALITY AND GENDER JUSTICE

A series of Cluster Level Trainings on Gender Equality and Gender Justice were conducted in July 2025 at ORBIT-Humnabad, KDDC-Karwar, DKRDS-Belthangady, and ODP-Mysore. The two-day sessions at each location aimed to deepen participants' understanding of gender concepts, roles, stereotypes, and systemic inequalities while promoting justice and equality within communities and organizations. Using participatory methods such as group discussions, case studies, and scenario-based exercises, trainers introduced practical tools for gender analysis, inclusive planning, and equity-focused approaches. Women participants and community representatives actively shared grassroots experiences, identified unjust practices, and developed localized action plans. Each training concluded with a strong collective commitment to sensitizing communities and fostering inclusive, equitable, and gender-just societies.



www.krossbangalore.com

ALEGALU



ISSUE 16



WOMEN EMPOWERMENT PROGRAM REVIEW MEETING

The Women Empowerment Program Review Meeting was held from 18th to 20th August 2025. The first day focused on capacity-building training sessions designed to enhance the skills and confidence of women, enabling them to take on stronger roles in their communities and organizations. On the second and third days, partner organisations presented their reports, sharing progress, challenges, and best practices from their respective areas. The meeting provided a valuable platform for exchange, collaboration, and charting the way forward to strengthen collective efforts in women's empowerment.



CAPACITY BUILDING TRAINING ON SAFEGUARDING FOR MISEREOR PARTNER ORGANIZATIONS

A four-day Capacity Building Training on Safeguarding was held from 19th to 22nd August 2025 in Pune for MISEREOR partner organisations, bringing together participants from diverse sectors to strengthen their safeguarding practices. The sessions, grounded in international standards, focused on organisational values, roles, and fostering safe cultures, while covering key areas such as codes of conduct, stakeholder mapping, risk analysis, and complaint-handling mechanisms. Peer sharing of challenges and good practices enriched the learning, and the final day emphasized the role of leadership in institutionalising safeguarding. The training concluded with a strong commitment from partner organisations to embed safeguarding into their systems, policies, and values to ensure protection and accountability.

ALEGALU



ISSUE 16

KROSS GOVERNING BOARD MEETING



The Governing Board Meeting of KROSS was held on 22nd August 2025 under the leadership of the President. Fourteen Partner Directors were present for the meeting. The board reviewed the progress of ongoing projects and engaged in meaningful discussions on strengthening implementation and impact at the grassroots level.

The meeting served as a platform to share updates, exchange insights, and collectively strategize for the effective execution of programs. The active participation of all members reflected the commitment of KROSS and its partners towards sustainable development and the empowerment of communities.

KROSS ANNUAL GENERAL BODY MEETING

The Annual General Body Meeting of KROSS was convened on 23rd August 2025 under the leadership of the President. It brought together Governing Board Members and Partner Directors who gathered to review the organization's progress and chart the way forward.

The agenda included the presentation of the Annual Report, review of financial statements, and discussions on the progress and impact of the ongoing projects. Members actively participated in sharing feedback, suggesting strategies, and planning future interventions to strengthen the mission of KROSS in serving marginalized communities.



www.krossbangalore.com

ALEGALU



ISSUE 16

ಯಶೋಗಾಥೆ

ಹೆಸರು- ಸಂಗೀತ

ಗಂಡನ- ಹೆಸರು ಸುಂದರ

ಗ್ರಾಮ -ಇಂದಿರ ನಗರ

ತಾಲೂಕು -ಹುಮ್ಮಾಬಾದ್ ಜಿಲ್ಲಾ -ಬೀದರ್



ವ್ಯಕ್ತಿಯ ಹಿನ್ನೆಲೆ-- ಶ್ರೀಮತಿ ಸಂಗೀತ ಗಂಡ ಸುಂದರ ಇವರು ಇಂದಿರ ನಗರ ಗ್ರಾಮದ ನಿವಾಸಿಯಾಗಿದ್ದು ಇವರಿಗೆ ಸಿಂಧನಕೇರ ಗ್ರಾಮಕ್ಕೆ ಮದುವೆ ಮಾಡಿಕೊಡುತ್ತಾರೆ.ಎರಡು ಗಂಡು ಮಕ್ಕಳು ಒಂದು ಹೆಣ್ಣು ಮಗು ಇವರು ಗೃಹಣಿಯಾಗಿ ಮನೆಯಲ್ಲಿ ಇರುತ್ತಿದ್ದರು.ಕೆಲವು ದಿನಗಳ ಕಾಲ ಆಶಾ ಕಾರ್ಯಕರ್ತರಾಗಿ ಕಾರ್ಯನಿರ್ವಹಿಸಿದರು. ಕುಟುಂಬದಲ್ಲಿ ಕೆಲವೊಂದು ಸಮಸ್ಯೆಗಳು ಆಗಿರುವುದರಿಂದ ಕೆಲಸವನ್ನು ಬಿಟ್ಟು ತವರು ಮನೆಯಲ್ಲಿ ಇದ್ದರು. ತುಂಬಾ ಸಮಸ್ಯೆಗೆ ಒಳಗಾಗಿ ಚಿಂತೆಯಲ್ಲಿ ಜೀವನ ನಡೆಸುತ್ತಿದ್ದರು.

ಸಮಸ್ಯೆ ಮತ್ತು ಪರಿಹಾರ-- ಆರ್ಬಿಟ್ ಸಂಸ್ಥೆಯ ನೇತೃತ್ವದಲ್ಲಿ ಜ್ಯೋತಿ ಸಂಘವನ್ನು ರಚನೆ ಮಾಡಿ ಶ್ರೀಮತಿ ಸಂಗೀತ ರವರನ್ನು ಸದಸ್ಯರಾಗಿ ನೇಮಕ ಮಾಡಿ ಸಂಘದ ಪರಿಕಲ್ಪನೆ ಮತ್ತು ಗುರಿ ಉದ್ದೇಶಗಳ ಕುರಿತು ಮಾಹಿತಿ ನೀಡಿ ಸಂಘದ ದಲ್ಲಿ ಉಳಿತಾಯ ಮಾಡುವುದರೊಂದಿಗೆ ಆರ್ಥಿಕ ಸಬಲತೆ ಸಮಸ್ಯೆಗಳ ಪರಿಹಾರ ಮತ್ತು ಪರಸ್ಪರ ಸಹಾಯ ಮಾಡಿಕೊಳ್ಳಲು ಸಹಾಯವಾಗುತ್ತದೆ. ಎಂದು ತಿಳಿಸಲಾಯಿತು.

*ಆರ್ಬಿಟ್ ನಿಂದ ಮಾಡಿದ ಸಹಾಯ-- ಮಹಿಳೆ ಅಬಲೆ ಎಲ್ಲಾ ಸಬಲೇ ಎಂದು ಅರಿವು ನೀಡುವುದರೊಂದಿಗೆ ಸ್ವಲ್ಪದೊಡ್ಡ ಕುರಿತು ತರಬೇತಿ ನೀಡಲಾಯಿತು. ಮತ್ತು ಸಂಘದಿಂದ ಆರ್ಥಿಕ ನೆರವು 15000 ಸಾವಿರ ಸಮೃದ್ಧಿ ಯೋಜನೆಯಿಂದ 35,000 ರೂಪಾಯಿ ಒಟ್ಟು 50,000 ಸಾವಿರ ಸಾಲವನ್ನು ತೆಗೆದುಕೊಂಡು ಹೊಲಿಗೆ ಯಂತ್ರ ಪಿಕ್ವೋ ಫಾಲ್ ಮಷೀನ್ ತೆಗೆದುಕೊಂಡಿದ್ದಾರೆ.

ಅನಿಸಿಕೆ- ಕುಟುಂಬದ ಸಮಸ್ಯೆ ಎಲ್ಲಿ ಸಿಲುಕಿದ ನನಗೆ ಆರ್ಬಿಟ್ ಸಂಸ್ಥೆಯ ಕಾರ್ಯಕರ್ತರಾದ ಶ್ರೀಮತಿ ಸವಿತಾ ರವರ ಮೂಲಕ ಸಂಘದಲ್ಲಿ ಸದಸ್ಯವನ್ನು ಪಡೆದುಕೊಂಡು ಹಲವಾರು ತರಬೇತಿಗಳ ವಿಷಯವನ್ನು ನನ್ನ ಜೀವನದಲ್ಲಿ ಅಳವಡಿಸಿಕೊಂಡು ಹೊಲಿಗೆ ಮಷೀನ್ ಮತ್ತು ಪಿಕ್ವೋ ಫಾಲ್ ಮಷೀನ್ ತೆಗೆದುಕೊಂಡು ಬಟ್ಟೆ ಹೊಲಿಯುವುದರೊಂದಿಗೆ ನನ್ನ ಕುಟುಂಬದಲ್ಲಿ ತುಂಬಾ ಸಂತೋಷವಾಗಿದ್ದೇನೆ. ಗಂಡ ಮಕ್ಕಳು ಒಟ್ಟಿಗೆ ಸೇರಿ ನನ್ನ ಕುಟುಂಬದಲ್ಲಿ ಜೀವನ ಮಾಡುತ್ತಿದ್ದೇವೆ. ದಿನಕ್ಕೆ 500 ರಿಂದ 1000 ವರೆಗೆ ಆದಾಯ ಬರುತ್ತಿದೆ. ಮಕ್ಕಳ ಶಿಕ್ಷಣಕ್ಕೂ ಮನೆ ಖರ್ಚಿಗೂ ಸಹಾಯವಾಗುತ್ತಿದೆ. ಇದೆಲ್ಲಕ್ಕೂ ಸಂತೋಷವಾಗಿರಲು ಆದಾಯ ಗಳಿಸಿಕೊಳ್ಳಲು ಸಹಾಯ ಮಾಡಿದ ಆರ್ಬಿಟ್ ಸಂಸ್ಥೆಗೆ ನನ್ನ ಮತ್ತು ಕುಟುಂಬದ ಪರವಾಗಿ ಅಭಿನಂದನೆಯನ್ನು ಸಲ್ಲಿಸುತ್ತೇನೆ. ನಾನು ಸದಾ ಸಂಸ್ಥೆಗೆ ಚಿರಋಣಿಯಾಗಿರುತ್ತೇನೆ.