

DARJEELING MARY WARD SOCIAL CENTRE

NEWSLETTER



JANUARY - MARCH
2026

➤ Orientation on MOA and POSH Policy for Office Staff

On 2nd January 2026, A meeting was conducted by the Director and the HR department with all office staff. The session focused on introducing and explaining the Memorandum of Association (MOA) and the POSH (Prevention of Sexual Harassment) Policy. The meeting highlighted the key points of these policies and emphasized basic workplace rules, ethical conduct, and organizational values to ensure a safe and professional working environment.



➤ POSH Committee Meeting with Newly Appointed External Member

On 6th January 2026, POSH Committee meeting was held at the DMWSC office. The meeting was attended by committee members along with the newly appointed external member, Mr. Kamal Chettri. The session focused on strengthening the committee's understanding of its roles and responsibilities and ensuring that the workplace remains safe, respectful, and free from harassment.



➤ Capacity Building Training on Organizational Policies for Staff

On 10th January 2026, A Capacity Building Training was organized for all staff members of DMWSC. During the training, staff were oriented about important organizational policies including the Child Protection Policy, HR Policy, and other institutional guidelines. The session provided an opportunity for staff to gain clarity about policy implementation and their responsibilities in maintaining a safe and ethical working environment.



➤ Prevention of Sexual Harassment POSH Meeting

On 12th January 2026, an online POSH meeting was conducted with Ms. Zeenat. The meeting focused on explaining the reporting format related to POSH cases and providing orientation to staff members on documentation procedures and reporting mechanisms.



➤ Field Visits to Tea Estate Project Areas for Community Interaction and Project Review

On 13th and 15th January 2026, the Director conducted field visits to Bijlimuni, Sayedabad, Taipoo, and Damdama Tea Estates, interacting with community members and staff to review ongoing project activities and assess their progress and impact.



➤ Republic Day celebration

On 26th January 2026, Republic Day was celebrated at the DMWSC office with the participation of all office staff. The national flag was hoisted and the significance of the day was shared with the participants. The celebration was also organized at the field level where field staff, community people, children, and youth actively participated, promoting a sense of patriotism and community unity.

➤ Orientation on Documentation Procedures and Accounts Management Systems

On 2nd February 2026, an orientation program was conducted by the Accountant and the Program Officer for the staff members. The session focused on updates and improvements in documentation procedures and accounts management systems, helping staff understand new requirements and maintain proper records in organizational work.



➤ On 12th February 2026, an introductory meeting was held with Sr. Amita, who visited from the Delhi Province. During the meeting, discussions were held regarding the organizational work, ongoing projects, and future possibilities for collaboration and support.

➤ On 19th February 2026, A concluding meeting was held with the DMWSC office staff and Ms. Samata from KMWSC on the last day of her visit. The meeting provided an opportunity to review the observations from her visit, discuss office functioning, and share feedback and suggestions for strengthening organizational work and coordination.



One
Billion
Rising
2026



➤ One Billion Rising celebration

On 6th March 2026, the One Billion Rising campaign was observed along with the celebration of International Women's Day at Khoribari High School Playground. The event brought together community members, government officials, and representatives from various organizations to raise awareness about women's rights, dignity, and empowerment. The program was graced by several distinguished guests, including Gangotri Chakraborty, Former Head of the Department of Law, University of North Bengal; Roma Reshmi Ekka, Saha Sabhapati of Phansidewa Panchayat Samity; and Pallab Kumar Das, Inspector of Sashtra Seema Bal (AHTU), Ranidanga. Other notable attendees included Sanjeeb Sinha, Pradhan of Upper Bagdogra Gram Panchayat; panchayat members from Kiranchandra Tea Estate, Taipoo Tea Estate, and O.R.D. Tea Estate; teachers from Submaya School, Bagdogra; officers from Khoribari Police Station and Khoribari Fire Service; representatives from various NGOs; and members of Loreto Convent, Darjeeling. Nearly 1,000 beneficiaries from 30 tea plantation areas participated in the event, making it a large and impactful community gathering. The program featured dance performances, skits, slogans, and choreographed presentations organized by DMWSC, highlighting themes of women's empowerment, unity, and the fight against gender-based violence. The event also included inspiring speeches by the guests, encouraging collective action to promote equality, safety, and respect for women in society. The observance served as a powerful platform for community engagement and awareness, reinforcing the importance of standing together to uphold women's rights, dignity, and justice.

➤ Holi Celebration

In March, DMWSC celebrated Holi across various field areas and in the office with staff, beneficiaries, and children from the Tuition Centre. The celebrations were filled with joy and enthusiasm, fostering unity, cultural harmony, and strengthening relationships and bonds among the community members and staff.





➤ **Orientation Session for Interns from Salesian College Siliguri**

On 12th March 2026, an orientation session was conducted for the interns from Salesian College Siliguri. The interns were introduced to the vision, mission, and various projects implemented by DMWSC. The session also provided an overview of the organization’s field activities and its work among tea garden communities.

Project: Safe Migration

➤ On 12th February, a Legal Awareness Session was held at Taipoo Tea Estate with around 35 women beneficiaries. The session covered key issues such as child labour, child trafficking, and child marriage, emphasizing their legal aspects and impact. Participants actively engaged in the discussion, gaining better awareness of their rights and responsibilities in protecting children within their community.



➤ On 16th February, a Legal Awareness Session was conducted at Damdama Tea Estate, attended by women beneficiaries. The key topics discussed were child marriage and various government schemes available for women and children. The facilitators highlighted the legal consequences of child marriage and encouraged the participants to access and benefit from relevant government welfare schemes.



- A total of 4 Youth Meetings were conducted, with 43 participants actively engaged in discussions and activities.
- 4 Women Meetings were held, reaching 71 participants and focusing on key community issues.
- 6 Children Meetings were organized, with 92 children participating and benefiting from awareness sessions.
- 1 Community Meeting was conducted, involving 25 participants to address common concerns and collective actions.
- 2 VLCPC Meetings were held, with 26 members participating to strengthen child protection mechanisms.
- 3 Adolescent Girls Group (AGG) Meetings were conducted, engaging 37 participants and promoting awareness on relevant issues.



VLCPC Meeting



Women’s Meeting

Project: Collective Voice



On 17th February 2026, A Legal Awareness Program was organized at Sayedabad Tea Estate under the Collective Voice Project and District Legal Service Authority. The session focused on informing community people about their legal rights, access to justice, and the role of legal institutions in protecting vulnerable groups.



Conducted 11 Youth Meetings with a total of 125 participants, focusing on youth engagement, leadership, and awareness on social issues.



Organized 7 Women Meetings reaching 94 participants, providing a platform for women to discuss their rights, challenges, and collective action.



- Held 8 Children Meetings with 116 participants, aiming to build awareness among children on their rights, education, and overall well-being. The sessions covered important topics such as good touch and bad touch, child rights, good habits, personal hygiene, and safety and protection. Interactive discussions and activities were used to help children better understand these concepts, encouraging them to speak up, build confidence, and adopt positive behaviours in their daily lives.

- Facilitated 2 Community Meetings involving 80 participants, encouraging community-level dialogue, participation, and collective decision-making.
- Conducted 4 Adolescent Girls Group (AGG) Meetings with 43 participants, focusing on empowerment, awareness, and capacity building of adolescent girls.
- Formed 1 Self-Help Group (SHG) at Kamala Tea Estate with 9 women members, strengthening women's collective participation and financial empowerment.

Project: Menstrual Hygiene management

- Conducted 1 Adolescent Girls Group (AGG) formation, 1 Women's group formation, and 1 Youth group formation, each with 15 participants, to establish strong community-based platforms for awareness, participation, and collective action. These groups aim to ensure sustained engagement and peer support at the community level.
- Organized a total of 9 AGG awareness sessions reaching 93 participants, focusing on menstrual hygiene practices, health education, and breaking social taboos. The sessions also encouraged open dialogue, building confidence among adolescent girls to address their concerns and adopt safe and healthy practices.
- Conducted 5 Women's awareness sessions with 49 participants, promoting safe menstrual hygiene practices and encouraging open discussions among women. The sessions helped create a supportive environment for sharing experiences, addressing myths, and improving overall health awareness.
- Held 4 Youth awareness sessions engaging 41 participants, sensitizing youth on menstrual health, gender equality, and their role in reducing stigma. The sessions emphasized the importance of inclusive attitudes and active participation of youth in fostering a respectful and informed community.



Adolescent girls' meeting



Women's Meeting

Project: Streams of Hope: Water for Life in the Mountains of Lolay



On 4th February 2026, Sr. Biviyana Lepcha and Coordinator Mr. Kaushik Roy Chowdhury visited Lolay, Kalimpong, for a field visit under the Water Harvesting Project, where they interacted with community members and reviewed the project's progress and impact.

Project Utthaan



➤ Legal Awareness

On 14th January, a Legal Awareness Program was conducted at Fulbari Tea Estate, focusing on importance issues such as child marriage, human trafficking, and the importance of proper documentation. The session aimed to build awareness among community people about legal rights and preventive measures.



On 16th January 2026, A Legal Awareness Session was conducted at Sonachandi Tea Estate under Project Utthaan. The session aimed to increase awareness among community people about their legal rights and available support systems, with a special focus on promoting justice and protection at the grassroots level.

➤ School Awareness

On 18th February 2026, A School Awareness Program was conducted at Merryview Tea Estate Primary School under Project Utthaan. The session aimed to create awareness among students about important social issues and encourage positive values and responsible behaviour.



➤ Gender Sensitization Workshop

On 22nd January 2026, project Utthaan organized a Gender Sensitization Session for women's group with the participation of 51 women. The session aimed to raise awareness on gender-related issues, promote gender equality and equity, and strengthen women's role as informed and confident members of their family and communities.

Project: Ethical Enterprise Initiative for Youth and Women



➤ Capacity Building Training

On 7th February 2026, A Capacity Building Training was organized for EEIY students at Dagapur Tea Estate. The training aimed to empower young participants by enhancing their knowledge, confidence, and leadership skills.



- Interns from Salesian College recently visited Sukna and Dagapur Tea Estates under the Ethical Enterprise Initiative for Youth and Women (EEIY) Project as part of their field engagement. During their visit, they actively participated in the ongoing jute training classes, where they not only observed but also worked alongside the students to create various jute products, fostering a spirit of collaboration and learning. In addition to the practical sessions, the interns conducted informative and interactive awareness sessions on key topics such as health and hygiene, the importance of education, physical education, anemia, and personal health and hygiene practices. These sessions aimed to build awareness and encourage positive behavioural changes among the participants. The visit proved to be both engaging and impactful, offering valuable exposure to the interns while simultaneously strengthening the knowledge, skills, and awareness of the community members.

Project: Ethical Enterprise Initiative for Youth District Legal Service Authority Service Legal Clinic: and Women

- Total number of visitors: 39
- Domestic violence cases registered: 19, of which 1 has been resolved.
- Human trafficking cases registered: 2, of which 1 has been resolved.
- POCSO cases registered: 4, all of which are currently under court proceedings.



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YOU**

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Website- www.dmwsc.in

Darjeeling Mary Ward Social Centre

**7th Lane Narmada Bagan Champasari,
Siliguri, District- Darjeeling, West Bengal,
Siliguri (India) Phone no. 0353-2577283/
+91 7063189091**