

# ANNUAL REPORT

2023 - 2024



**Creative Handicrafts**  
*Empowering Women, Changing Lives.*











"You are gone but never forgotten.  
You are missed but always loved.  
You are not with us but we feel your spirit"



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## INTRODUCTION

“IF YOUR ACTIONS CREATE A LEGACY THAT INSPIRES OTHERS TO DREAM MORE, LEARN MORE, DO MORE AND BECOME MORE, THEN, YOU ARE AN EXCELLENT LEADER.”

-Dolly Parton

Proving these lines true, we at CH strongly believe that our dear founder Sister Isabel Martin was an exceptional leader. Her vision of women empowerment and endless efforts to work towards this vision continue to inspire all in this organization.

As we have completed one more, rather a difficult year, our attempt has been to continue to tread with the vision of Sr. Isabel to work towards economic and social empowerment of the marginalized and disadvantaged women. At Creative Handicrafts, we look at Economic Justice as a starting point to bring about the overall empowerment of women which is achieved through the livelihood program. During the past year, amidst the decline in the export orders, women in the co-operatives were engaged through the production of products for

domestic market as CH has been focusing on building a domestic brand “Fashion with Benefits” emphasizing on expanding digital presence and building stronger customer relationships with a variety of products. With the support from our donors and benefactors, the community development programs and educational programs of Creative Handicrafts have contributed significantly in shaping the lives of children, their families and thereof, the people in larger communities.

Although, we gradually rose from the uncertainties of Covid, the uncertainties of the market continue to haunt and challenge us. We are hopeful to withstand and overcome these obstacles along this journey and continue with this journey for the years to come.





**“Women, whether subtly or vociferously, have always been a tremendous power in the destiny of the world.”**

- Eleanor Roosevelt





## FROM THE CHAIRPERSON

*(translated from her original words)*

Dear Friends,

As I sit down to pen these lines, I recall the time when Sr. Isabel Martin started this project of empowering women with just the three women. Today we are three hundred and more. Needless to say, the road has been challenging and our journey to make a living and to be self-sufficient was full of obstacles and challenges.

At a personal level I call myself lucky to be a member of this great big family and it is a privilege and honor to be the Chairperson of the Trust. I have learnt a lot from my association with CH and grown to great heights. I have seen how struggling were the lives of women to make a living during these years but it feels nice to see that today the same women have moved on and a better in their lives while new ones have joined the family in the pursuit to better their lives.

During the past year, we have seen a decline in our export orders, still we were able to sustain ourselves with our domestic orders. There are constant efforts made from management and staff to retain and increase our export orders so that all the women can remain in the reckoning and earn well. We are also trying to increase our local sales through our shops and exhibitions cum sales.

Various health camps and health checkups had been organized in the past year to provide periodic access to health facilities for both women and children and also for beneficiaries in larger communities. Children of the women are supported for their education through sponsorship and scholarship programs. We also had celebrations like Diwali, Dussehra and our annual picnic where women members came together and spent some joyful moments with one another.

Creative Handicrafts have always strived to make women from underprivileged background economically and socially self-reliant. In our efforts, we have been greatly supported by the Fair Trade Networks around the world and our various donors and benefactors who have collaborated with us in making efforts in creating a more inclusive and more sustainable world. We are honored and always remain grateful to have been associated with them.

As I look back the past year, I realize that we are not out of the woods yet. But I believe that with the strong motivation and encouragement from the values of Sr. Isabel Martin, we will be able to continue with her mission of empowering disadvantaged women.

We have a long way to go. Many more challenges and hurdles to overcome. So let us remain united and continue to give our best to CH, our families and the society at large.



**Thangarani Nadar**  
Chairperson



## FROM THE DIRECTOR'S DESK

As I jot down these lines my memory takes me back to 16th September, 1999, the day I stepped into the lanes and by lanes of Achanak Colony, Mahakali Caves Road, Andheri East, where the "head office" of Creative Handicrafts then stood. It has been 25 years since then. It has been a long journey, very long journey during which I remained a witness to all the ups and downs of this organization. I was a part and parcel of the struggles and tussles of the organization to remain relevant, to remain in the reckoning and to become an organization that can continue to grow and sustain itself.

I was then a novice in development work and a non-starter in any kind of business. I had not sold a pin my life and was asked to lead a struggling organization, an organization that was trying to combine social work with business, an organization that was challenged by funding organization to be sustainable while only a handful organizations have ever succeeded in becoming self - reliant. It would be mere boasting and a sheer lie if I say I took it up as a challenge. I never took up these challenges nor did I understand the enormity of the responsibility and the weight of the load that was being put on my shoulders. Like any other young social worker, I joined this organization merely to take a look at what one could do and see if anything can be done until I find something better. Definitely the indomitable spirit of Sr. Isabel in her early seventies and the enthusiasm that she passed on to anyone around her seduced me into taking up this position. It was the same spirit that glued me to this organization for the first 14 years of my stint here.

Today what brings a smile on my face are the children of our women who have transformed themselves in every way right in front of my eyes. I have seen them moving from home to school to colleges to universities and to married life. I have seen them build careers and become successful in both professional and in personal lives. I have seen them easing the lives of their mothers taking them along from the corrugated shanties to decent apartments. This is very satisfying as Creative Handicrafts has definitely played a pivotal role in shaping the lives of the children and Sr. Isabel is remembered gratefully for her foresightedness in building an enterprise like this.

The past years have been years of growth, success and

contentment amidst every day challenges. We grew exponentially in exports turnover, made our presence in the domestic market, started education program for children, trained more women and added them to our family, added infrastructure and moved from difficult working conditions to state of the art offices and production centers. We have always ended the years on a positive in terms of finance, members, number of staff members and turnover in sales. However, the past year has been a very difficult and challenging one due the after effects of covid that rattled many small and medium enterprises. One of our buyers has gone into liquidation owing us a huge amount of money and a couple of others have reduced their buying significantly bringing our turnover down by 30% and taking our bottom line to negative for the first time in the history of Creative Handicrafts. This definitely makes us anxious about the future and more challenged to re-engineer the organization and its operation back to its green days. We shall overcome this too.

I thank all our partners, supporters, staff, women producers and well wishers for believing in us and for their rock solid support during the past 30 odd years and we continue to bank on our partners and supporters for the years to come. Your continued support shall lead many more to live a life of dignity. Thank you.



**Johnny Joseph**  
Executive Director

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# PRINCIPLES OF FAIR TRADE

Fair Trade is defined as a global movement made up of a diverse network of producers, distributors, whole sellers, consumers, advocates, and organizations putting people and planet first. It is a world trying to change the way of doing businesses. It is a trading partnership, based on dialogue, transparency and respect, that seeks greater equity in international trade. Fair Trade contributes to sustainable development by offering better trading conditions to, and securing the rights of, marginalized producers and workers

The organization like World Fair Trade Organization (WFTO) verifies and certifies organizations that fully practice and follow the principles of Fair Trade. Creative Handicrafts has been recognized as a Fair Trade Organization by WFTO since 2003. One of the core values of Creative Handicrafts is to be a fair-trade organization by maintaining and implementing fair trade principles and practices. CH proudly adheres to these principles and practices which ensures that the women artisans earn a fair price for the products they produce.

1 OPPORTUNITIES FOR  
DISADVANTAGED  
PRODUCERS



2 TRANSPARENCY &  
ACCOUNTABILITY



3 FAIR TRADE  
PRACTICES



4 FAIR PAYMENT



5 NO CHILD LABOUR,  
NO FORCED LABOUR



6 NO DISCRIMINATION,  
GENDER EQUITY,  
FREEDOM OF ASSOCIATION



7 GOOD WORKING  
CONDITIONS



8 CAPACITY BUILDING



9 PROMOTE  
FAIR TRADE



10 RESPECT FOR THE  
ENVIRONMENT



TEN  
PRINCIPLES  
OF  
FAIR TRADE





# MISSION, VALUES, OBJECTIVES

Mission and value statements serve as the foundation for any organization's strategic plan and growth. They convey the purpose, direction and underlying values of the organization and provide a focal point that helps to align everyone with the organization. Creative Handicrafts is driven by the following Mission, Values and Objectives.



## MISSION

Creative Handicrafts aims to build sustainable and self-reliant communities through economic and socio-cultural empowerment of women by building capacities of unskilled and disadvantaged women.



## VALUES

- ◆ To be a fair-trade organization by maintaining and implementing fair trade principles and practices.
- ◆ To be open and inclusive and not to discriminate on grounds of race, religion, caste or language.
- ◆ To take affirmative action on behalf of women who are disadvantaged and unskilled.



## OBJECTIVES

- ◆ To provide opportunity for disadvantaged women to become economically self-reliant.
- ◆ To socially and economically empower women.
- ◆ To tackle social and environmental issues and to provide local services to the members of the cooperatives and for people living in the slums.
- ◆ To provide basic education and educational assistance to the children of slum communities.



“DON'T THINK ABOUT  
MAKING WOMEN **FIT**  
THE WORLD-THINK ABOUT  
MAKING THE WORLD  
**FIT WOMEN.**”

- Gloria Steinem





## ACTIVITIES / EVENTS



### DUSSEHRA AND DIWALI CELEBRATION

Celebrations like Dussehra and Diwali is a time of great joy at CH during which all the staff and women members come together and let loose to celebrate with games, music and dance. This year as well; a 'Puja' was performed at each of the co-operatives and at the CH office on the occasion of Dussehra. Thereafter without much ado all women got engaged in the ritual of "Garba" as it was the last day of "Navratri".

Diwali celebrations were held with staff and women separately wherein they were engaged in different fun games, and enjoyed participating and competing along with their colleagues. Celebrations like these give them a break from their routine work and a time to share some lighter moments together.



### WOMEN'S DAY CELEBRATIONS

Women's Day is celebrated worldwide to recognize the achievements of women belonging to different backgrounds. It also serves the purpose of having a day to recognize their efforts in different spheres of their lives. CH, being a women-centered organization, we try and organize different programs for women on this occasion.

This year, a sport-day event was organized for the women belonging to our co-operatives and saving and credit groups from various communities. Women participated in different sprint races and group games on this occasion. On the one hand, event like this helps in fostering the importance of combined efforts among the women; and on the other, it aids in reliving and cherishing the memories of their childhood.





## ANNUAL PICNIC

Our women and staff look forward to the annual picnic as it is fun and an opportunity come together as a family. It offers the much-needed break from the regular work and allows staff and women to relax and rejuvenate. This year, the picnic was organized to 'Shangrila Resort and Water Park' for all the women and staff members. Everyone enjoyed the amusement park rides, the variety of water slides and the delicious buffet. This is made possible with the generosity of one of our long standing benefactors.



## HONORING THE COLLABORATION WITH ISABEL MARTIN FOUNDATION

Creative Handicrafts had the opportunity to host and honor the long term association with Isabel Martin Foundation this year. We remain thankful for their consistent support and belief in our mission of economic and socio-cultural empowerment of disadvantaged and unskilled women. Mr. Ignacio Aragues (the founder member of IMF) and Ms. Sara Gutierrez visited CH in the month of February.

A beautiful cultural program with various performances was organized by the women members in their honor. The board members felt privileged to felicitate Mr. Ignacio on this occasion and presenting him with a token of our heartfelt appreciation for his constant support. This occasion also served as an opportunity for women and staff members to socialize with them and share some lighter moments together.





## VISIT FROM BUYERS

Covid Pandemic had put a halt to the visits of our buyers. This visit is extremely important for us as an annual face to face interaction with the buyers cements the long term relationship. In 2023-2024, we celebrated the return of our valued customers, who are instrumental in supporting us with the summer and winter collections. This year, we were privileged to host 4 esteemed buyers: SISAM from Japan, MONOPRIX from France, BIBICO from the UK and Taylor from USA representing Mata Traders and her very own Brand Small Shop LLC. Each of these visits provided us with the valuable face-to-face interactions and insights into their needs and preferences.

**SISAM, JAPAN :** Kuniko san and Yuri san visited us from SISAM, a Fair Trade Buyer in Kyoto, Japan. During their visit we had the pleasure of accompanying them to the vibrant Southern region of India. With many of our fabric suppliers based in Tamil Nadu, the visit offered a unique opportunity to delve into the intricacies of the fabric production, from the cotton fields to the mills. It was an enriching experience that deepened our understanding of the craftsmanship behind our collections.

**MONOPRIX, FRANCE :** The visit from the MONOPRIX Buying team (Ms. Juliette Bellec and Ms. Justine Sisteron)

and Lisa Corti team (Ms. Nina and Ms. Naina) was particularly exciting as we collaborated on a designer collection. Their presence brought a fresh perspective and creative energy to the design process, culminating in a truly inspiring partnership.

**BIBICO, UNITED KINGDOM :** BIBICO, an ethical clothing brand from United Kingdom, led by Snow and Tim, has been associated with CH for almost 15 years. This year their visit brought a personal touch by the inclusion of their two charming daughters to the visit. Their presence fostered a sense of connection and camaraderie that transcended business boundaries. Bibico which began as a small brand is gaining traction now and we are definitely happy to see that their presence in the market is growing substantially.

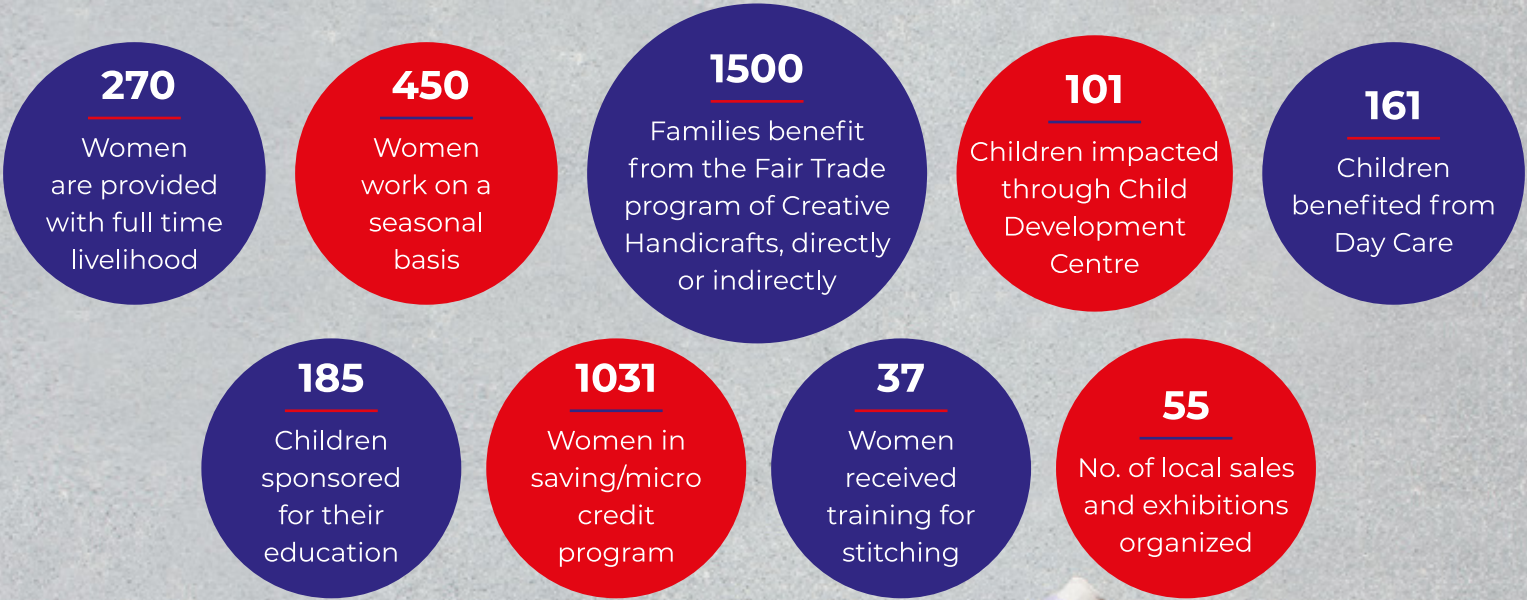
**MATA TRADERS, USA :** Taylor McCleneghan from MATA TRADERS and Small Shop LLC visits Creative Handicrafts often and her visits typically extends over a couple of weeks, during which she provides insights on Mata Traders developments, from print designs to preparing the collection for the upcoming season. Taylor's involvement with other clients and her work with CH are greatly appreciated.

Overall, these client visits not only strengthen our business relationships but serve as a wellspring of inspiration and knowledge, propelling us to innovate and evolve in the ever changing landscape of the fashion industry.





SOCIAL IMPACTS 2023-24





## ECONOMIC JUSTICE

Creative Handicrafts has 8 income generation cooperatives and 2 training centers for women coming from disadvantaged backgrounds and they have played a crucial role in our livelihood program since the inception of the organization. All efforts are being made to make the skill training given at the training center more effective so that the women are absolutely equipped and skilled before they join one of the cooperatives.

Export of apparels and accessories plays a significant role in economically empowering women working with the cooperatives of Creative Handicrafts. This provides an avenue for the women artisans to showcase their skills and craftsmanship on a global platform, thereby creating opportunities for economic growth and personal development.

“My work at Creative Handicrafts has made me realize my potential and make optimum use of it. I hail from a small village in Nepal, and came to Mumbai after marriage. We rented a small house in a slum community. Everything was so weird in this crowded city and I felt lost at times. My husband was the only earning member and we soon realized that it is almost impossible to live in a city like Mumbai, if only one member of the family is earning. I had learnt sewing in the village and wanted to professionalize my skills to earn a living.

of Creative Handicrafts with a reference from my neighbour. And I can proudly say that I have never looked back since then. I completed my training and joined a co-operative at CH. I could earn using my skills. I was happy to be financially independent and I could support my husband financially. I was able to manage my expenses and also do small savings. I like stitching garments as sometimes it has different styles and challenging designs, which allows me to enhance my sewing skills. I am happy to be part of this different world called Fair Trade”

Reluctantly, some odd 9 years ago, I joined the training center

**Rama Thapa – Co-operative 5**



"I DON'T GET MY  
INSPIRATION FROM  
BOOKS OR A PAINTING.  
I GET IT FROM  
THE **WOMEN** I MEET."

- Carolina Herrera





## SAVING AND CREDIT PROGRAM

The Saving and Credit program (registered as Gulab Mahila Welfare Society) initiated and promoted by Creative Handicrafts, is a unique program which allows women to save money on a monthly basis and take loan against their savings at a lower rate of interest than the interest rates provided by other loan givers. This program has turned out to be very beneficial for the women from urban slums as they were provided with financial support in times of need. This loan money is usually used for children's education, medical emergencies and also for entrepreneurial activities. It has helped the women to free themselves from the clutches of moneylenders who otherwise charge a very high interest on loans taken. It also gives them an opportunity to make small savings; and engage and invest in small-scale entrepreneurial activities.

There are 99 saving and credit groups presently with 1031 women members and the total savings as on March 2023-24 amounts to 2,13,41,937/-

## HEALTH PROGRAMS

Regular health camps are held with the women and children beneficiaries to eliminate any health hazard that the women and children are exposed to. This was of great importance to the women as they belong to the low income groups and cannot afford to go for health check-ups as a preventive measure.

Creative Handicrafts collaborated with 'Doctor Eye Institute', 'Holy Spirit Hospital' and conducted regular free health camps for the women and children directly associated with CH as well as for people in various slums and tribal communities around Andheri and Goregaon. These camps included Eye care, General Health Camps, Sessions concentrating on awareness about Food Safety, etc. These health camps identify and treat basic health problems and caution and notify about health issues that require further investigation. Treatment post the check-up were provided at concessional rates. Many families benefitted from these camps.



## EDUCATIONAL PROGRAMS

### Bal Vikas Kendra / Crèche / Balwadis

The primary aim of our educational programs of Bal Vikas Kendra, Crèche and Balwadis have been to nurture the growth of children by providing education, supplementary nutrition and an enriching environment for their holistic development. This year, 101 children (3 to 18 years) benefitted from the services of Bal Vikas Kendra; 59 children (6 months to 15 years) availed the facility of Crèche and pre-school education was imparted to 98 children in the age group of 3 to 5 years.

In addition to the academics, children from different projects were involved in numerous other activities. A series of empowerment classes on various topics were held with children in their early teens which contributed towards developing them to a well-rounded person. Children completing their secondary & higher secondary education benefitted from the Career Guidance workshop which facilitated students in choosing careers that suit their interests, aptitude and abilities. It helped in boosting their confidence about decision-making regarding the selection of courses after completion of their school education.

Children from different projects also celebrated several festivals together and these celebrations played a crucial role in fostering communal spirits among children. Primary-grade children also enjoyed a day out to 'Raheja Gardens' and enjoyed various rides in the playground. Children from secondary grade were taken to 'Green Paradise Water Park' for a day picnic where children enjoyed different water slides and spent a joyful day together.





**“Knowledge is power. Information is liberating. Education is the premise of progress in every society, in every family.”**

- Kofi Annan



The projects of Bal Vikas Kendra, Balwadis and Crèche have time and again proved beneficial and supported a number of children coming from disadvantaged backgrounds to progress in their lives. It gives us immense pleasure to share a story of one of the girls **‘Bhumi Varganti’** from our Bal Vikas Kendra. Bhumi and her siblings have availed the facilities of Bal Vikas Kendra since their early childhood. This year Bhumi successfully completed her Higher Secondary Education and was also preparing for entrance exams for services under Indian Forest Services. She cleared her entrance exams and got selected for physical training under Indian Forest Department. Bhumi and family was extremely happy upon knowing this and along with her hard work; attributed her success to the kind of knowledge, guidance and nurturing environment she was exposed to at Bal Vikas Kendra. She has come a far way and we are very proud of her achievement.

## SPONSORSHIP

We essentially believe that the benefits of education and learning are enduring and can enrich one's life regardless of circumstances or location and we do not want children being denied of this opportunity to get good education only because of their poor financial background. The Educational Sponsorship Project was initiated to help children get themselves and their families out of the cycle of poverty through the gift of education.

In the year 2023-24, we had the opportunity to sponsor 185 children with the support from our benefactors wherein the educational expense especially for higher education and professional courses were covered.



## ISABEL MARTIN SCHOLARSHIP

Isabel Martin Scholarship is awarded to a deserving girl child every year since 2014. We have started the scholarship in memory of our dear founder Sr. Isabel Martin who valued the importance of educating girl-children and making them independent; and tirelessly worked towards raising awareness about the same.

There is a selection process in which the girl child of a woman working with CH who has excelled academically in S.S.C. or H.S.C. despite difficult circumstances is chosen from the list of applicants. Her higher education is completely paid for through this scholarship till she completes her education.

In the year 2023-24, Ms. Mansi Gupta, daughter of Reeta Gupta (Co-operative 3) was awarded with Isabel Martin Scholarship. Mansi is currently pursuing her Diploma Studies in Electronics Engineering.





## DOMESTIC MARKET

### FASHION WITH BENEFITS

Fashion With Benefits (FWB), an initiative by Creative Handicrafts, was launched to tap into the domestic market in 2021. Over the past three years FWB has evolved into an independent unit, working tirelessly to uphold its core ethos of ethical production and fair trade.

The year 2023-2024 was a significant year for FWB, in curating new collections of garments, designing accessories like bags,

pouches, etc. and being invited to set-up pop-up stores at various corporate events and exhibitions across Mumbai. The FWB team has also grown in numbers from the previous year, with the recruitment of a General Manager, Fashion Designers and an Administration Officer. This is in preparation for moving towards a new strategic direction aimed at further expansion into the domestic market (retail and eCommerce).



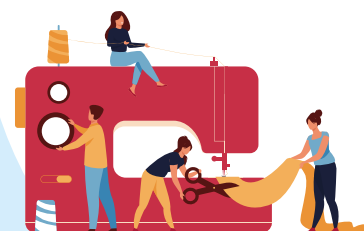
The FWB Team of designers have experimented with various fabrics, cuts and prints which has led to the release of multiple collections of garments including tie-dye, silk, dobby, etc. New collections are also being designed for the new financial year, aimed to cater to a wider customer base. The team has also been busy exploring design and development of FWB's exclusive collection of bags, including sling bags, funny packs, travel pouches, file folders and laptop bags.

- 1 ACG World
- 2 Ascent Residency
- 3 Balmer Lawrie
- 4 Bhavan's College
- 5 Breach Candy Trust
- 6 Canara bank
- 7 Cirsil, Powai
- 8 Cirsil, Airoli
- 9 Dominic Savio School
- 10 Equinox Business Park
- 11 Godrej
- 12 Guru Nanak College
- 13 Gurukul College
- 14 HSBC Bank
- 15 Indian Institute of Technology (IIT) Powai
- 16 J.B.C.N International School
- 17 Johnson & Johnson
- 18 Kaya Clinic
- 19 KEC International

The Sales Team have had an eventful year as numerous pop-up stores of FWB/CH were set up at corporate events and private exhibitions. FWB's participation in these events supplemented the sales from our retail stores.

FWB/CH received invitations from the following organizations, including colleges and corporates to exhibit and sell our products:

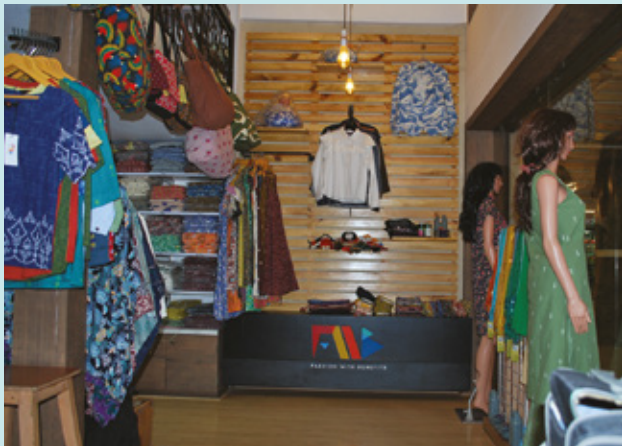
- 20 L&T
- 21 L.I.S. Raheja College
- 22 Learning Mate
- 23 Lodha Ventures
- 24 Mid-Day
- 25 Narayana e-Techno
- 26 National Institute of Fashion Technology (NIFT)
- 27 Nirmala Niketan
- 28 Sand Webber
- 29 Silver Eitopia building
- 30 SM Shetty College
- 31 Sophia college
- 32 St. Stanislus College
- 33 SVKM's Mithibai College
- 34 Tata Institute of Social Sciences (TISS)
- 35 Tata Project
- 36 The Viral Fever
- 37 VFS Global





SALES TURNOVER IN RUPEES  
FOR THE PAST 3 YEARS

YEAR	DOMESTIC	EXPORTS	TOTAL
2023-24	1,86,12,346	10,31,89,400	12,18,01,746
2022-23	1,70,49,828	17,63,61,764	19,34,11,592
2021-22	84,82,608	17,20,96,129	18,05,78,737



## WAY FORWARD...

The last year has confronted us with more challenges to work on, that we cannot remain complacent. It has invited us to be creative and innovative to remain in business during the coming years which can be pretty challenging. The business and market environment is changing rapidly. Businesses need to constantly change or adopt new strategies to remain relevant and sustainable. The onslaught of online businesses has pulled down shutters of many small scale retailers, be it fashion or food. On the other hand, the influx of online stores have raised questions about the sustainability of online businesses. In the past two years, Creative Handicrafts has been trying to establish its presence in the domestic market through its new brand

“Fashion With Benefits”. The stores and the sales exhibitions have been doing well while the online business that it wanted to establish has not taken off.

In the years to come, the effort of Creative Handicrafts would be to establish the domestic brand online and to look for more international buyers to offset the lost business. Creative Handicrafts need to find new buyers to remain in business.

On the other hand, Creative Handicrafts is also looking forward to a generational change in leadership in the couple of years to come. It is time to work on a change of guard.







## CREATIVE HANDICRAFTS SINCERELY THANKS ALL ITS **PARTNERS AND ASSOCIATES**

- ◆ AltraQualita – Italy
- ◆ AIST International Traditional Shiatsu Association
- ◆ Bibico (The Fair Fashion Company Ltd.) - UK
- ◆ Charka Story
- ◆ Des Sen - Australia
- ◆ Jackalo - USA
- ◆ Les Amis de JNN - France
- ◆ La JoyeuseVauge - Belgium
- ◆ EZA Fairer Handel GmbH - Austria
- ◆ Fair Trade Company - Japan
- ◆ Fair Trade Forum India - India
- ◆ Intermon – Spain
- ◆ India Mahdavi - France
- ◆ Isabel Martin Foundation - Spain
- ◆ Fundacion Intermon Oxfam - Spain
- ◆ Manos Unidas - Spain
- ◆ Mata Traders - USA
- ◆ Monoprix - France
- ◆ Les Oiseaux Migrateurs (Maison Château Rouge)
- ◆ Setem - Spain
- ◆ SISAM - Japan
- ◆ Taylor Tall (Small Shop LLC) - USA
- ◆ Tori Grace Outfitters
- ◆ Tramundi - Spain
- ◆ Twine - Taiwan
- ◆ Welt.Ein.Laden.L.AA.A.D. Thaya - Austria
- ◆ World Fair Trade Organisation (WFTO)

## EXECUTIVE COMMITTEE OF CREATIVE HANDICRAFTS



**Ms. Thangarani Nadar**  
Chairperson



**Ms. Elizabeth Poojary**  
Secretary



**Ms. Pamela Fernandes**  
Treasurer



**Ms. Jacinta Canis**  
Trustee



**Ms. Sindhu Astage**  
Trustee



**Mr. Josantony Joseph**  
Trustee



**Ms. Beula Jose**  
Trustee



**Ms. Sushila Sarkar**  
Trustee



**Ms. Priya Shahu**  
Trustee



## THE PEOPLE BEHIND THE SCENE



**Mr. Johnny Joseph**  
Executive Director



**Mr. Reggie Varkey**  
Assistant Director

## ADMINISTRATION AND ACCOUNTS



**Ms. Mariamma Pandey**  
Secretary



**Ms. Preeti Ghag**  
Junior Executive Exports



**Mr. Vinayak Ghadi**  
Accountant



**Ms. Sheetal Khadka**  
Accountant



**Mr. Amit Bhosale**  
Accountant



**Ms. Harshali Shekokar**  
Junior Accountant



**Ms. Kavita Wade**  
Housekeeping



**Ms. Anuja Parab**  
Housekeeping

## COMMUNITY DEVELOPMENT



**Ms. Saroj Kamble**  
Head - Community  
Development Dept.



**Ms. Ashwini Shinde**  
Assistant Social  
Worker



**Ms. Kalpana Yerunkar**  
Assistant Social  
Worker



**Ms. Sampada Palekar**  
Assistant Social  
Worker



**Ms. Swati Raut**  
Co-ordinator,  
Crèche



**Ms. Sapna Rawat**  
Teacher, Crèche



**Ms. Nirmala More**  
Teacher, Crèche



**Ms. Vaidehi Gade**  
Caretaker, Crèche



**Ms. Meena D'Souza**  
Co-ordinator,  
Bal Vikas Kendra



**Ms. Meena Solanki**  
Cook,  
Bal Vikas Kendra



**Ms. Minal Nag**  
Teacher,  
Bal Vikas Kendra



**Ms. Pratiksha Patil**  
Teacher, Bal Vikas

## DESIGN AND DEVELOPMENT



**Ms. Kimberley Crasto**  
HOD-Merchandising



**Ms. Phiall Fernandes**  
Senior Merchandiser



**Ms. Namrata Patil**  
Merchandiser



**Mr. Gadadhar Das**  
Pattern Master



**Mr. Rakesh Mahato**  
Sample Maker



## FASHION WITH BENEFITS BRAND



**Ms. Amrita Bhushan**  
Senior Designer



**Ms. Aayushi Singh**  
Junior Designer



**Ms. Dhruti Mehta**  
Junior Designer



**Ms. Laxmi Dangiya**  
Manager,  
Sales & Marketing



**Mr. Sukhdev Mali**  
Pattern Master



**Ms. Baby Mishra**  
Helper



**Ms. Ankita Kate**  
Sales Executive



**Ms. Kirti Sawant**  
Sales Executive



**Ms. Poonam Yadav**  
Sales Executive



**Ms. Neha Parab**  
Sales Executive



**Ms. Vaishnavi Nachare**  
Sales Executive



## PRODUCTION, QUALITY CONTROL AND DISPATCH



**Mr. Gopal Krishnan**  
Production Manager



**Ms. Rosy Solanki**  
Assistant  
Production Manager



**Ms. Nandini Sudesh**  
Head  
Quality Checking Dept.



**Ms. Anjana Parida**  
Quality Checker



**Ms. Reeta Singh**  
Quality Checker



**Ms. Vandana Mohite**  
Quality Checker



**Ms. Dhanashree Bagdure**  
Quality Checker



**Ms. Helen Buthello**  
Quality Checker



**Ms. Aditi Ghadigaokar**  
Quality Checker



**Ms. Komal Sharma**  
Quality Checker



**Ms. Mitali Singh**  
Quality Checker



**Ms. Rajeshree Kamble**  
Quality Checker



**Ms. Shabnam Shaikh**  
Quality Checker



**Ms. Priya Narvekar**  
Tailoring Instructor



**Ms. Parveen Sayed**  
Machine Operator



**Mr. Rajendra Salvi**  
Senior Cutting Master



**Mr. Shrirang Salunkhe**  
Cutting Master



**Ms. Indira Pillai**  
Helper, Cutting Dept.



**Ms. Anita Kukretti**  
Helper, Cutting Dept.



**Ms. Suchitra Virnoddar**  
Helper, Cutting Dept.



**Ms. Maya Mestry**  
Helper, Cutting Dept.



**Ms. Manisha Pal**  
Helper, Cutting Dept.



**Mr. Mohd. Shahabuddin**  
Sampler Maker



**Mr. Sabir Ali**  
Sampler Maker



**Mr. Deepak Kanojia**  
Sampler Maker



**Mr. Anil Poojari**  
Sampler Maker



**Ms. Lavina D'silva**  
Store Manager



**Mr. Ramesh Labad**  
Store Keeper



**Ms. Anita Uppar**  
Helper



**Ms. Indira Ram**  
Helper



**Ms. Madhu Yadav**  
Helper



**Mr. Aakash Solanki**  
Driver



**Mr. Shankar Prasad**  
Ironing Dept.









## **Creative Handicrafts**

*Empowering Women, Changing Lives.*

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