

# JAGORI

ANNUAL REPORT 2022-23



महिलाओं ने  
हाथ जुटाया,  
पंचायत की  
बदली काया

We are  
**WORKERS!**  
NOT Slaves

Zero  
tolerance  
for  
violence  
against  
women

मेहनत का नाम हो  
मान और सम्मान हो  
श्रम का  
वाज़िब दाम हो

बेफ़िक्र रहें,  
हम भी चाहें

supporting women to challenge violence and negotiate equality perspective and capacity development on feminist principles and strategies alliance building and networking supporting women's leadership and agency **feminist research studies**

क्या आप सार्वजनिक स्थानों को सुरक्षित और समावेशी बनाना चाहते हैं? - कुछ आसान तरीके



'हर ग्राम सभा से पहले हो महिला सभा'

महिलाओं की बराबर की राजनीतिक भागीदारी के लिए है जरूरी - महिला सभा

क्या गांव के विकास के लिए बनाई जाने वाली योजनाओं में महिलाओं की भागीदारी बराबर की हो रही है? क्या पंचायतों में ऐसी कोई व्यवस्था है जहां महिलाएं अपनी समस्याओं और जरूरतों को रख सकें? क्या महिलाएं अपने नागरिक अधिकारों का इस्तेमाल कर पा रही हैं?

एक ऐसी व्यवस्था जिसमें गांव के सभी वर्ग, जाति, धर्म, आयु की महिलाएं सम्मिलित रूप से अपनी समस्याओं और जरूरतों पर बात कर सकें, गांव की दिशा में नजरिए से फैसले ले सकें और गांव के विकास में अपना योगदान दे सकें, ऐसी ही व्यवस्था पर आधारित है 'महिला सभा' की संरचना। राजस्थान, हिमाचल जैसे कई राज्यों ने इसकी जरूरत को पहचानते हुए अधिनियम में संशोधन कर इसे अधिनियम का दर्जा दिया है। क्योंकि ये राज्य समझ रहे हैं कि लोकतांत्रिक व्यवस्था का अर्थ है जब गांव के सभी नागरिक चाहे वे किसी वर्ग, जाति, आयु, धर्म, पेशे से भागीदारी करते हैं।

पंचायतों में महिलाओं का नेतृत्व

निर्वाचित महिला प्रतिनिधियों का क्षमता वर्धन प्रशिक्षण

दिनांक: 09/11/2022 से 10/11/2022

स्थान: निर्देश भवन, मुजफ्फरपुर, बिहार

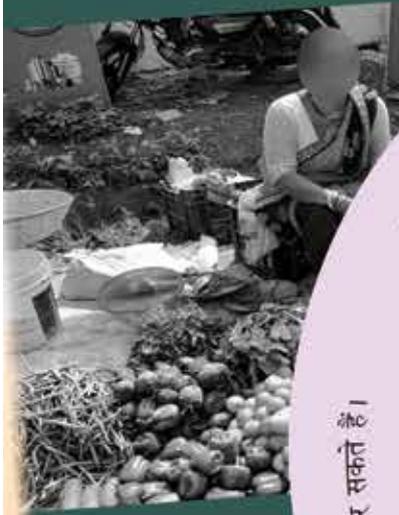


KHAN FOUNDATION

Promoting Gender Transformative Local Governance



Safety and Mobility Concerns of Women Street Vegetable Vendors in Ranchi City



सपोर्ट ग्रुप मीटिंग



दिनांक: 24.02.2023

समय: दोपहर 2 - शाम 5

स्थान: जागोरी, पोर्टा कैबिन, शिवा

जरूरत पड़ने पर आप इन हैल्पलाइन नंबरों का इस्तेमाल कर सकते हैं:

इसके अलावा सभी राज्यों के अपने अपने पंचायत नंबर भी होते हैं, जिसे आप पंचायत कार्यालय से प्राप्त कर सकते हैं।

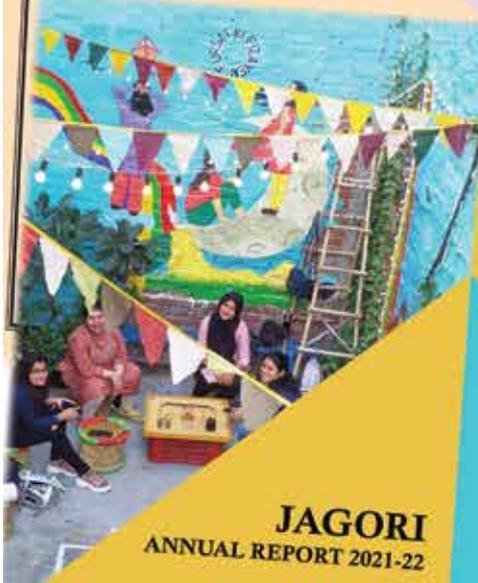
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महिला सुरक्षा के लिए पंचायतें क्या कर रही हैं? परामर्श

27-28 सितंबर 2022  
जेनिरा-इन, रांची, झारखंड

Two-Day Conference "What can Panchayats do for Women's Safety?" Report



JAGORI ANNUAL REPORT 2021-22

supporting women to challenge violence and negotiate equality  
feminist research studies  
perspective and capacity development on feminist principles and strategies  
alliance building and networking  
supporting women's leadership and agency

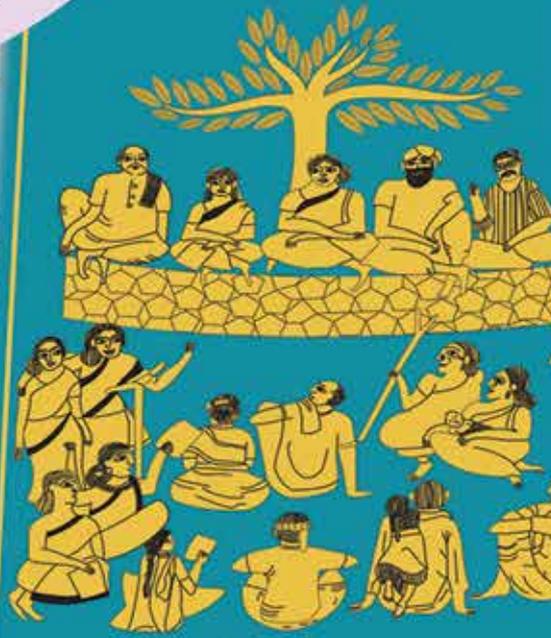
हिंसामुक्त पंचायत है सुरक्षित पंचायत

हर पंचायत हो, जेन्डर संवेदी पंचायत

जागोरी का मानना है कि न केवल ग्राम पंचायत विकास योजनाओं में महिला सुरक्षा के मुद्दे को प्राथमिकता के साथ रखा जाए बल्कि विकास के लिए जो भी योजनाएं बनाई जाती हैं उन सब योजनाओं में महिलाओं की विशेष जरूरतों को ध्यान में रखा जाना जरूरी है। ही पंचायत और गांव के स्तर पर ऐसी व्यवस्था बनाई जानी चाहिए जो महिला हिंसा की रोकथाम में और पीड़ित महिला को मदद पहुंचाने में महत्वपूर्ण भूमिका निभा सके। महिला हिंसा संवेदी और सुरक्षित पंचायत ही महिला हिंसा मुक्त समाज का निर्माण कर सकता है जहां महिलाओं को किसी डर और श्वाक के अपने मानव और नागरिक अधिकारों का इस्तेमाल कर सकेंगी।

महिलाओं के खिलाफ होने वाली हिंसा किसी विशेष क्षेत्र, राज्य, जाति, धर्म, पेशे से भागीदारी करने वाली नहीं है, यह वैश्विक है। महानगरों से लेकर दूर दराज के गांवों तक इसकी जड़ फैली हुई है। इसको खत्म करने के लिए हमारे देश में कानून मौजूद है, इसके बावजूद आंकड़ों में कोई कमी नहीं आ रही है। आंकड़े कहते हैं कि हर तीन में से एक महिला अपने जीवन में किसी पड़ाव पर शारीरिक या बौद्धिक हिंसा का शिकार होती है। फिर भी, महिला हिंसा से संबंधित शिक्षकता को संबोधित करने के लिए हमें राज्य सरकारों के साथ काम करना है।

महिलाओं ने हाथ जुटाया पंचायत की बदली काया



जागोरी प्लानर 2023

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# INTRODUCTION

2022-23 in retrospect, was a process of translating Jagori's vision into action on the ground - deepening democracy through continuous vigilance and critical observation. In this current phase of neoliberal development, both civil and human rights and diverse identities are constantly being chipped away at. Its impact is firmly entrenched in gender, caste and class and is compounded by the effects of the pandemic, still being felt by millions. We, therefore, intentionally focused on facilitating access to rights and entitlements given to all citizens by welfarist state and tax-funded schemes, dispelling the myth of "benefits" or "favours". This meant intensifying and amplifying our work with constituencies, collectives and government stakeholders both old and new, with rigorous interventions extending across five Indian states.

While building grassroots women's leadership has always been a primary goal, this last year Jagori forayed into building the capacities of Elected Women Representatives (EWRs) in three states. In Bihar and Uttar Pradesh, this was done through directly training EWRs to strengthen their perspectives on gender and reassert their roles and responsibilities. In Jharkhand, this is being done through networks and collectives that we are a part of. Jagori has also initiated sensitisation and training of other actors within the PRI system so that they create an enabling environment in which EWRs exercise their political right, perform their duties and utilise existing governance structures to integrate women's safety concerns in the Gram Panchayat Development Plan (GPDP).

Expanding the safe cities agenda to Panchayats can essentially be seen as an entry-point to strengthening response to gender-based violence (GBV) at the grassroots level, using the local pool of resources. In Jharkhand, Jagori has initiated a process for more effective use of the Mahila Sabha mechanism, where local stakeholders are proactively asking that Mahila Sabhas

be organised. Interventions were mindfully planned in a way that cultivates shared ownership of engendering processes. These efforts also tie in with the Government of India's efforts to localise SDGs and can be leveraged as such during joint endeavours with state actors.

In all the four communities where Jagori has been working over the past few decades, the women and youth are increasingly confident and taking initiative to monitor services like water supply, sanitation, the public distribution system (for foodgrain), health centres etc. They have effectively integrated evidence-based recommendations alongside consistent engagement with the bureaucracy and municipal councillors for redress. Conscious and active citizenry is the first step towards a safe and therefore 'smart' city.

We have also been operating help-desks to assist women workers and other community women register for schemes and web-based benefits like pension, labour cards, e-shram, Ujjwala and SVAnidhi. This is particularly important given the gendered digital divide and the restricted access to entitlements women face because of it. This work is also being taken forward actively by the youth trained by the Jagori team. In Pataudi, an unexpected outcome of work to engage the community for safety and mobility of young girls and women was the emergence of a large number of single women. We deepened engagement with them on their rights and access to entitlements – bringing Jagori's work back full-circle, as we were the first to raise single women's issues almost 40 years ago.

Jagori continues its philosophy and practice of building solidarities and nurturing the power of the collective through many networks that it is a part of. We have deepened our work on building the identities of women informal workers and their rights. While we sharpen our vision in the feminist networks that we are already part of, we take every opportunity to bring in a gender lens in other forums too. Jagori played a crucial role in highlighting the gender perspective in a joint fact-finding mission of the Working People's Coalition (WPC), resulting in impressing upon them the need to form a gender-working group within the collective. Jagori has always worked extensively with women domestic workers and recommended the adoption of the Draft Domestic Workers' Bill in Delhi as well as for inclusion of domestic workers in the Labour Codes as part of groups and networks working with informal sector workers.

The cornerstone for sound decision-making is generation of concrete data and we expanded feminist action research with women informal workers. Having conducted two rapid studies during the pandemic, the studies conducted this year were more qualitative, extensive and in-depth. In Ranchi city, over 200 women street vendors were surveyed regarding safety and their mobility patterns – highlighting a range of safety issues, experiences of sexual harassment, unavailability of last mile connectivity and gender-exclusionary infrastructure. A first-of-its kind study with over 500 women domestic workers across Delhi-NCR and Jaipur on the issue of their

occupational health, is currently under way. We hope to continue generating data that would not only be useful for bottom-up policy making but that also does justice to women's lived experiences.

As a feminist organisation, we continue to seek accountability to international commitments such as CEDAW. India has not reported to the CEDAW committee on implementation and therefore there is not much space or opportunity to engage with state actors on this. Nevertheless, we have been working on CEDAW-mapping with a focus on the POSH Act 2013 as India partners to The George Institute and International Women's Right Action Watch – Asia Pacific. In addition, Jagori is contributing to the chapter on GBV in the alternative report prepared by women's organisations – this will hopefully be shared with the CEDAW committee once India reports on the status of CEDAW implementation. At the day-to-day level, we have bolstered our capabilities to address GBV and provide support to survivors. This is particularly evident in the enhanced skills of Jagori's violence counsellors in safety assessment and planning. Synergies were seen when research conducted by the LCN network of shelters for survivors was used to customise a training toolkit aimed to sensitise shelter home staff (and others in the violence response ecosystem) towards a rights-based, inclusive approach to survivors.

We have thought long and hard about our year in review. After over two years of the pandemic derailing some of our work and forcing us to pivot, we have recovered, and are now moving forward with new learning and refreshed energy. We are excited to forge ahead with renewed commitment and clarity in our role as feminist facilitators to the democratic process.



**Welfare is Citizens' Right.  
It is Tax Funded  
not Government Funded**

# 1

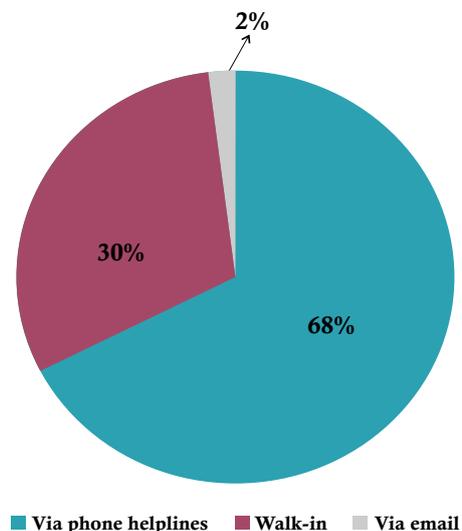
## ADDRESSING VIOLENCE AGAINST WOMEN

Providing psycho-social support to women survivors of violence has been a core area of work at Jagori since its inception. Against a steep rise in the domestic violence cases during pandemic and increased requests for support from survivors of violence on our helplines, Jagori worked during the previous year to strengthen and upgrade its response systems as well as the capacities of its counsellors. The intake process and data management system were improved, so as to collect comprehensive information on the history of violence and unique needs of each survivor. Follow up and accompaniment were streamlined. Training sessions were organised for the team on phone counselling, safety assessment and planning, sexual harassment at the workplace, and dealing with stress and burnout, among others. During the year 2022-23, these processes were further streamlined and taken forward.

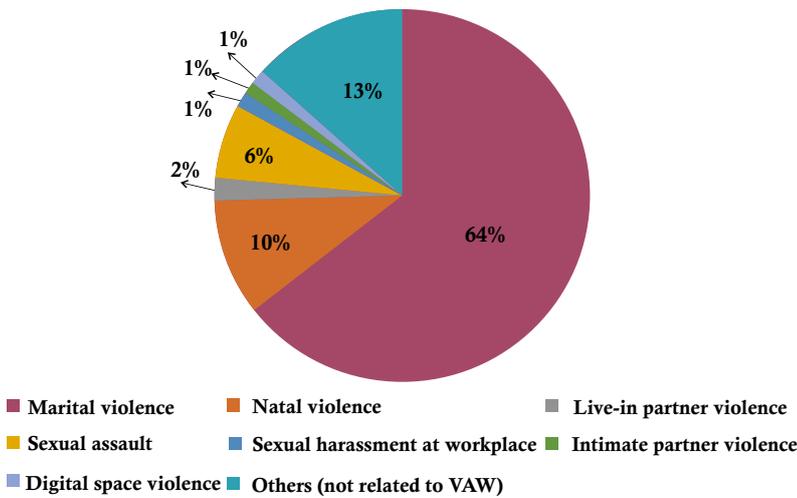
### Direct Support to Women Survivors of GBV

Jagori offered psycho-social support in the form of counselling, referrals to other organisations and service providers, and legal advice to survivors of GBV throughout the year. A total of 786 survivors approached Jagori during this period, of which 536 (68%) survivors contacted Jagori through its helplines; 235 (30%) visited the counselling centres at Shivalik, Bawana and Madanpur Khadar, and 15 (2%) persons got in touch via e-mail.

### How survivors approached Jagori



### Nature of complaint



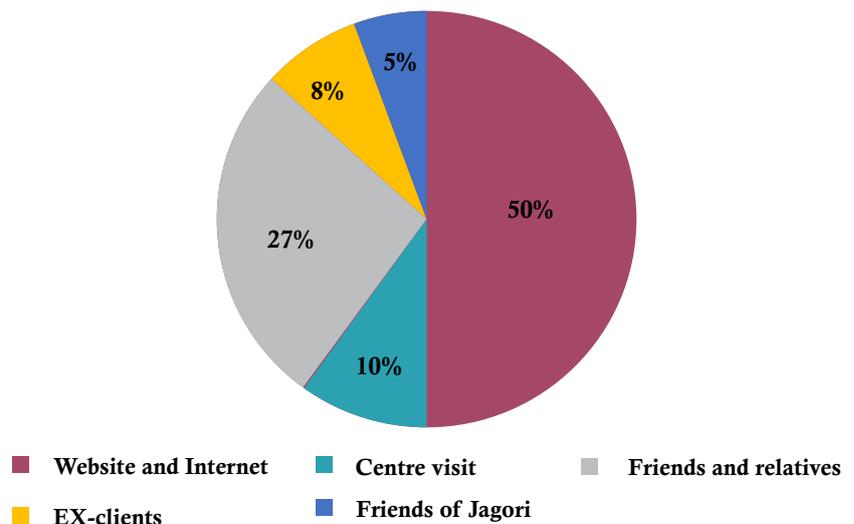
Most requests for support – 593 (75% of the total) - pertained to Domestic Violence, 501 of perpetrators being the husband and in-laws, 77 being the natal family and 15 being live-in-partners. Apart from 59 cases (8%) of sexual violence and 8 cases (1%) of intimate partner violence, there were 10 cases (1%) of digital space violence<sup>1</sup>. There were also 116 requests for information, advice, or assistance in situations other than these.

“धंधे मे तो उसी ने मुझे डाला था न! अब वो मेरी कमाई भी हड़पना चाहता है.... शौहर है तो क्या खुदा हो गया?. उसकी कमाई उसकी और मेरी कमाई भी उसकी?... वाह जी वाह!”

“He was the one that got me into this profession! Now he wants to grab my earnings as well... just because he is a husband, does he become a god? His earnings belong to him; my earnings also belong to him? Wow!!”- **survivor, Badarpur**

Analysis of data from April 2022 to March 2023 revealed that while 50% (391) survivors came to know of Jagori through its website and the internet, 10% (79) directly approached the centres at Shivalik, Bawana and Madanpur Khadar. 27% (213) were informed about Jagori by their friends and relatives. 13 % (103) approached Jagori after hearing about it from ex-clients, board members, NGOs and friends of Jagori.

### How survivors heard about Jagori



<sup>1</sup> Includes blackmail and cyber stalking, harassment through creating fake accounts, pornography, morphed pictures and videos etc

## Farzana's Story

Farzana\* was a lively talented woman well-loved by her friends and family. She fell in love with and married a man she met on a social media app. Her husband was from a different religion and therefore, she was cut-off by her natal family. She moved to Delhi with him. In the beginning, all was well with her marriage. Gradually, her husband and in-laws started harassing her; and the degree and quantum of physical and mental violence increased through her son's birth in 2020. In 2022, her husband threatened to kill her and keep her son. Farzana feared for her life.

Finally, she called her sister Zareen in Gujarat after a particularly brutal beating and head injuries. Zareen approached Jagori and shared Farzana's number. The Jagori counsellor called Farzana immediately and first offered emotional support. She then provided information on how to get an MLC done, what action she could take legally and the support she was entitled to under the DV Act 2005. Farzana conveyed to the counsellor that she had approached the police but they had refused to file an FIR or facilitate an MLC. She said that she wanted a safe space for her and her son, away from her marital home. Based on this, the team came up with a safety plan.

Farzana went to the police again, two days after the incident. The counsellor remained in contact with not only her, but the police officials as well, ensuring that FIR was lodged and MLC conducted. Subsequently, the team rescued mother and son and arranged their stay at a private shelter home, where Farzana received medical attention and her child received counselling. Ultimately, she decided to file for divorce and maintenance order from the court, with legal assistance provided by the shelter home. She enrolled for a Bachelors degree and joined vocational courses at the shelter home. Currently, Farzana feels safe, living with her son at the shelter home with other survivors.

‘जिस प्यार के भरोसे.. हज़ारों मील सब कुछ छोड़कर आई, न धरम देखा, न जात, उसी ने ये हाल किया... क्या बनने चली थी और क्या बन गई.... पर देर ही सही, अब अपनी ज़िंदगी फिर से सवाखंगी... अब पीछे मुड़ कर नहीं देखुंगी..!’

Loving him, I travelled thousands of miles leaving everything - I did not mind his religion or caste. Today he has brought me to this pitiful condition. What had I set out to become, and what I have become... But now, now I am going to improve my life, there is no looking back.

## Upgrading systems and procedures

The use of upgraded intake sheets, initiated in January 2022 with the objective to strengthen safety assessment and planning, has now been fully operationalised. Jagori reworked data categories on VAW and drafted SOPs for uniformity in service-provision.

During the year, the system of accompaniment support and rescue was revived. Based on safety assessment, the team offered accompaniment support to 55 survivors during their interactions with various stakeholders like the police, One Stop Centre, hospital, shelter home, DLSA/ court, NGOs and banks, until their situation was resolved.

Based on the survivors' needs, Jagori team referred them as required, to various State and non-State service providers like police departments including the Crimes against Women Cell and the National Cyber Crime Reporting Portal (236), the National Commission for Women, and the Delhi Commission for Women's helpline-181 (70), Delhi State Legal Services Authority (112), hospitals (9), shelter homes (12) and other NGOs (37).

Jagori continues to conduct follow-ups in order to assess and ensure ongoing safety of the survivor. During this period, the team made 1715 follow-up calls to survivors. This helped to build their confidence in Jagori, while also aiding Jagori in devising strategies to prevent further violence.

### From "I want to die" to "I will be a Police officer"

When Rubina\* first approached Jagori, she was in a fragile mental state – trying to recover from an intimate relationship that did not work out. She said, *"I will die without him"*. She was an 18-year-old girl who was in a relationship with a boy for the past three years. The boy had promised her marriage, but one day he went incommunicado with her. Rubina found out that he was set to marry someone chosen by his family. She made several attempts, begging him to marry her but he refused.

The Jagori counsellor sensitively provided her with emotional support and skillfully drew her away from thoughts of self-harm. Still, the case was accorded high follow-up. Rubina said she had entered into a sexual relationship because she was sure that he would marry her. *"I will go to the police and file rape case against him,"* she said. Rubina was dealing with two feelings simultaneously - first, that of harming herself and second, of harming the boy. Both were detrimental to her well-being. She was not eating properly, and unable to focus on studies.

It took almost four months of follow-ups and counselling sessions to make her understand that taking revenge would be harmful to her own self. The counsellor focused on reaffirming her dignity and self-respect – counselling her to reflect on whether she would be happy with someone who does not want to be with her. Instead, she could focus on what she truly

wanted for herself – a successful career. Finally, Rubina herself said, “*What is the use of running behind him, now I understand that I should focus on my studies. I should achieve something big in my career*”. She said she wanted to be a Police Officer.

## Support Groups

After a pandemic-induced break of about two years, Jagori convened three support group meetings on 20th August 2022, 3rd December 2022 and 24th February 2023 with an attendance of 43, 30 and 22 participants respectively. The objective of these meetings was to offer a safe space where survivors can shed their sense of isolation and share their experiences, build connections and exchange critical information and assistance. They provide renewed strength to continue with individual struggles.

These meetings were also a platform for identifying potential bare foot counsellors from the communities of Madanpur Khadar, Tajpur Pahadi and Bawana. Jagori was seeking women who had undergone a transformation from being victim to survivor and were now ready to take the next step towards becoming first responders to survivors in the community.



Support group meeting at Vishwa Yuvak Kendra, Delhi, August 2022



Support group meeting at Jagori Shivalik office, February 2023

Twenty four Barefoot Counsellors have been identified during the year, with an aim to leverage the existing on-ground solidarity and mutual assistance provided by the support group in the community. The idea is to enhance their perspective, skills and information in the domain of crisis intervention through six training modules of 2 days each, based on assessment of their learning needs and covering the basics in a contextual manner. The first session will be held in May 2023.

“अब मुझे किसी की परवाह नहीं है दीदी! सारे पड़ोसी और बाप-भाई भी ताने देते हैं- पति को खा गई.... मैं ने क्या किया?... मैं तो तब भी अपनी मेहनत से बच्चे पाल रही थी, अब भी.... पर दुख होता है, जब मां बाप भी इलजाम लगाते हैं, झूठे केसों में फंसाने की धमकी देते हैं....।”

“I no longer care for anyone, sister! Neighbours, father, brother all taunt me. I lost my husband, what’s my fault in that? Even then, I was bringing up my children with my own hard work - then and now too. I just feel sad when my parents blame me and threaten to file false cases against me...”

- survivor, Madanpur Khadar

“गारंटी किसी रिश्ते में नहीं होती, चालीस साल बाद ही सही अपने हक की लड़ाई लड़ना सीख गई हूं.... अब किसी को अपने साथ मनमानी नहीं करने दूंगी.... हक तो उन्हें देना ही होगा!”

“There are no guarantees in any relationship. At the age of 40, I have learnt to fight for my rights, now I will not let anyone get their way with me... they will have to give me my rights!” - **survivor, Madanpur Khadar**

### Prevention of Sexual Harassment at the Workplace

Jagori is a third-party member in Internal Committees constituted under Sexual Harassment of Women at Workplace Act (Prevention, Prohibition and Redressal), 2013 (POSH Act 2013) of various Government departments including the All India Institute of Medical Sciences (AIIMS) Delhi and AIIMS-NCI-Jhajjar, Haryana. Jagori attended 11 meetings and played a significant role in the proceedings.

### The Aman Network

As the secretariat of the Delhi Chapter of Aman Network, Jagori convened two meetings with 7 member organisations on the challenges faced by survivors and the need for special emphasis on the implementation of the PWDV Act on 23rd August 2022 (12 participants) and 30th September (10 participants). Jagori, along with four member organisations, participated in a meeting hosted



Meeting with Aman Network Delhi members at the Jagori Shivalik office, August 2022

by Nazariya on 9th November 2022; state level strategies for better implementation of the PWDV Act were explored at this meeting. Jagori also attended Aman's National Review Meeting on 14th November 2022, held online, where around 14 members revisited the vision, mission, strategies and objectives of the network in view of rapidly changing circumstances caused by the pandemic. On 30th January 2023, Jagori was among 9 organisations in an online meeting of the Working Committee, where members sought to clarify the committee's role and responsibilities.

### **Combating Violence Against Women (CVAW)**

Like every year, multiple women, in particular those belonging to oppressed and marginalised sections of society, approached the CVAW team seeking legal advice.

#### ***Sexual Violence Survivors***

The project provided legal counselling and advice to 12 survivors of rape/gang rape including advising them on remedies available under different laws for protection on account of threats from the perpetrator, their rights under Vulnerable Witness Deposition Scheme during the course of investigation and trial to ensure their anonymity and ability to testify without fear or harassment and their right to compensation under The Victim Compensation Scheme. The Project also gave legal advice to a survivor of a gang rape, whose trial was pending for over 7 years with no legal closure in sight, on her statutory and constitutional right to a speedy trial. Legal assistance was also provided for the socio-economic rehabilitation of a survivor of sexual assault who had been living in a shelter home for a number of years.

Multiple survivors of sexual and physical assault, stalking, non-consensual sharing of intimate images on the internet approached the project for advice on filing complaints and submitting representations to relevant authorities for protection of their privacy and identity. Amongst the women who approached the project was a young woman who was abducted and physically assaulted by a group of men who made a video of the assault and uploaded it on the internet and a young female student who was being stalked by a fellow classmate at her University.

#### ***Right to Dignity and Protection of Identity***

Despite judgements of the Hon'ble Supreme Court and stringent provisions of POCSO, the identities of survivors of sexual violence continue to be disclosed in news reports and articles on the internet. Legal assistance was provided to a parent to ensure that the identifying details of the child victim of sexual abuse was not disclosed on the internet.

#### ***Sexual Harassment at the Workplace***

Despite the provisions of the POSH Act 2013, women continue to face sexual harassment and gender discrimination at the workplace. 4 women approached the Project for legal advice to pursue their remedies against sexual harassment, representations seeking protection of their

employment status and full benefits during the pendency of inquiry and protection of identity during the course of inquiry

Persons accused of sexual harassment, particularly those in positions of authority often employ SLAPP Suits to deter women from filing and pursuing their legal remedies. The project provided advice to one woman whose employer filed a defamation complaint against her after she accused him of sexual harassment. The project also assisted a young woman who was asked to resign on account of pregnancy.

### ***Right to Choose a Partner***

The Project rendered legal consultation to young women who were facing threats of violence and harassment from their families on account of their refusal to marry or on account of their decision to marry a person of their choosing, particularly persons from a different caste and religion. Legal advice was also provided to a young woman whose parents confined her in their home against her will on account of her refusal to marry a boy chosen by them and her decision to pursue higher education. The project also advised her on legal remedies to recover her official documents which were in the custody of her parents.

### ***Denial of Fundamental Rights on Account of Sexual Orientation and Gender Identity***

Legal advice was provided to a group of transgender persons on their right to freely choose and reside with their partner. Legal advice was also provided to a transgender person who sought implementation of the Hon'ble Supreme Court's direction regarding protection and affirmative action in NALSA vs. UOI (2014) 5 SCC 438.

### ***Intimate Partner Violence- Protection of Rights on Divorce Including Maintenance and Custody of Minor Children***

The Project provided legal advice to 14 women facing intimate partner violence, exclusion from the shared household, dowry related harassment and desertion. Legal advice was provided for filing complaints with statutory authorities like the Delhi Commission of Women; the right to receive maintenance under Section 125 of the Code of Criminal Procedure and the provisions of the Protection of Women against Domestic Violence Act (PWDV Act), 2005, including protection orders, residence orders and compensation. Women were also provided legal advice on the provision for divorce under the Special Marriage Act and their personal laws where applicable. Multiple women approached the project seeking advice on the return of their stree-dhan, lying in the custody of the husband and his family.

A Muslim woman who had been evicted from her shared household by her husband soon after her marriage, sought advice on her legal right to residence in the shared household as well as maintenance. Legal advice was also provided to a woman who had been deserted by her husband on her right to divorce under the Dissolution of Muslim Marriage Act, 1939.

“मैं अपना हक नहीं छोड़ूंगी... जब मकान बनवाया मैंने तो सब खुश थे, अब मुझे निकालना चाहते हैं, बेटे का फर्ज निभाया है तो हक भी लूगी.... उसमें क्यों पीछे रहूं!”

“I will not relinquish of my rights! When I got the house constructed. Everyone was thrilled. Now they want to throw me out. I have done the duty of a son, why should I hesitate to claim the right of a son?” - **survivor, Madanpur Khadar**

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Women with minor children sought and were provided legal advice on the provisions for guardianship and custody under various laws. A Muslim woman whose husband had deserted her and her two minor school going daughters sought legal advice on the right of maintenance of her minor daughters. She also sought advice on filing urgent applications for payment of school fee as her daughters were facing expulsion from school on account of non-payment of fee by their father.

### ***Research***

In light of legislative changes and jurisprudential evolution, the project team also undertook research on a variety of legal themes related to constitutional and statutory rights of women. Some of the areas in which research was undertaken is highlighted below.

In case of denial of access to public spaces for working women, particularly domestic workers, research was undertaken on the right against discrimination and the right to access public spaces under Article 15 of the Constitution. Research was also undertaken on the provision of the Prohibition of Child Marriage (Amendment) Act proposing to raise the legal age of marriage to 21 for all women. Legal comments were drafted on the recent Supreme Court judgement stressing the unconstitutionality of the ‘two finger test’ holding that any medical practitioner who conducts a ‘two finger test’ on a victim of rape will be guilty of misconduct.

### ***Enhancing Legal Knowledge***

Team members participated in seminars and panel discussions to advance knowledge on a wide range of issues affecting the rights of women and girls, including training sessions on legal provisions under the POCSO Act, the Juvenile Justice Amendment Act and Vulnerable Witnesses Deposition Schemes for protection of women and children during the course of investigation and while recording their evidence. The events addressed issues of sexual violence, particularly on college campuses and advanced an understanding about the provisions of the POSH Act 2013, UGC Regulations.

Members also provided expert legal comment including for an article examining NCRB data on ‘false rape cases’ and the inability of this data to capture the pressures faced by survivors of sexual violence which force them to turn hostile or cease cooperating with investigation.

Legal training and advice was given to medical officers and social workers regarding provision relating to free medical treatment, evidence collection and issuance of medico-legal certificates in cases of sexual violence and domestic abuse.

Members participated in conferences examining the quality and efficacy of the health care system in its response to sexual assault. A workshop was also conducted with grassroots workers on cyber sexual harassment and cyber-bullying.

Members of the project also participated in seminars and panel discussion on the decriminalisation of abortion in India with specific reference to the recent Supreme Court judgements and amendments to The Medical Termination of Pregnancy Act.



*Jagori and CEHAT team with Dr. Shubhangi Parkar, September 2022*

# 2 STRENGTHENING WOMEN'S LEADERSHIP AND KNOWLEDGE AT COMMUNITY LEVEL

## **Rights of Women Workers in the Informal Sector in Delhi**

Recognising the massive impact of the pandemic and its aftermath on the lives and livelihoods of myriad working women in the informal sector, Jagori in the previous year, re-calibrated its focus towards the identity and rights of women informal sector workers – comprising street vendors, home-based workers, domestic workers and factory workers from the communities in Bawana, Khadar and Badarpur. This year was utilised to identify potential leaders, conduct a Training Needs Assessment (TNA), and build a curriculum. A systematic capacity building process is planned, where these women leaders will be provided with knowledge and skills to gain better access to rights, entitlements, livelihood opportunities, and connections with larger networks and processes.

## **Fostering Women's Leadership at the Community Level**

Through 25 on-ground meetings with 476 women, 150 women informal sector workers – comprising street vendors, home-based workers, domestic workers and factory workers from the communities in Bawana, Khadar and Badarpur were selected for leadership development.

With a view to expand outreach to newer constituencies in Delhi-NCR and also identify suitable candidates for the upcoming training course on women workers, Jagori held six one-on-one meetings with like-minded organisations/networks namely, Janpahal<sup>1</sup> in July 2022 and February 2023; the National Hawkers Federation (NHF) on September 2022, the Community for Social Change and Development (CSCD) in December 2022 and March 2023, and Shehri Mahila

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<sup>1</sup> Janpahal is an organisation working with street vendors, domestic workers and home-based workers across Delhi, Noida, Ghaziabad, Uttarakhand, Bihar and Maharashtra.

Kamgar Union<sup>2</sup> in December 2022. They have expressed interest in participating, and this will possibly lead to the selection of more women informal sector workers for leadership development.

A mapping exercise of key policies and schemes at national and state-level pertaining to the workers that Jagori is working with was undertaken. These were collated in simple Hindi, so that it is easily read and understood by the workers.

Even as the selection of potential women leaders from amongst the informal sector workers in communities was ongoing, data collection was initiated as part of the Training Needs Assessment (TNA). On 17th September 2022, two Focus Group Discussions (FGDs) were conducted with 10 women factory workers each from Bawana and Badarpur, on the issue of sexual harassment at the workplace, at Vishwa Yuvak Kendra, Delhi. Findings from these discussions will feed into the development of training curriculum for women workers.



*Focus Group Discussion with women factory workers from Bawana and Badarpur, September 2022*

A baseline study and Training Needs Assessment (TNA) was conducted in January 2023, with 196 women workers in the unorganised sector from Khadar, Bawana and Badarpur (Tajpur Pahadi and Bilaspur Camp); this included discussions held with 47 home-based workers, 51 domestic workers, 41 factory workers and 57 street vendors.

Key findings included lack of regular employment (30%); long hours of work (59%), and workplace/ work-induced health problems (31%). Although 71% of the women had their own bank accounts, none of the factory workers or domestic workers were paid even the stipulated minimum wage. None had any knowledge of social security or any other scheme that would benefit them. Further, 97% of the women spoken to, have not heard about the law against sexual harassment at the workplace. 87% of the women said they wanted to know about their rights at the workplace.

<sup>2</sup> Shehri Mahila Kamgar Union is a union for urban women workers in the informal sector in Delhi/NCR.

On this basis of these overall findings, a curriculum is being finalised, which will be used to train the community women leaders and others in the coming months.

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*“सही बात है! जब घरवाले ही मेरे काम की कौड़ी इज्जत नहीं करते हैं तो दूसरे क्या करेंगे। तभी तो पूरे ताव में फैक्ट्री मालिक बोलता है... कर ले जो करना है तुझे, यहां काम करेगी तो मेरे हिसाब से ही करेगी, नहीं तो जा अपने घर।... जानता हूं कहां जाएगी... यहीं वापिस आएगी। घरवाले को बताती तो कहता है कि छोड़ दे, तेरे इस चार पैसे से क्या होने वाला है..”*

“That’s right! When our husbands do not value our work, then why will others? That’s why the factory owner brazenly says, ‘Do whatever you like, if you are going to work here, you will do so on my terms, otherwise you can leave and go home. I know where you will go, finally you will come right back to me.’ When I share this with my husband he says, ‘Just leave, your meagre earning does not make a difference anyway.’”

- factory worker, Badarpur

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### **Regular Engagement and Knowledge Sharing**

Thematic orientation and engagement of women informal sector workers was maintained through regular meetings in the Khadar, Badarpur and Bawana.

- Three meetings were convened with street vendors in Khadar on 9th November 2022, 20th January 2023 and 17th February 2023 with 10, 16 and 15 women street vendors respectively, on the importance of collectives for positive action and change, celebration of Street Vendor’s Day, and concerns of street vendors and their rights; one meeting with 11 women street vendors of Badarpur, on 10th November 2022, regarding renewal of labour cards and E-shram cards.
- A meeting was held with 19 factory workers in Bawana on 15th October 2022, on sexual harassment at the workplace.
- A meeting was organised with 17 home-based workers in Bilaspur Camp (Badarpur) on 7th October 2022, on government schemes for working women.

### **Community Women’s Initiatives on Local Governance**

Four meetings were held with community women leaders to plan corrective actions with regard to access to water, public toilets and hospitals. These community women leaders led signature campaigns in June 2022, through which 140 women in Bawana asked for public toilets and hospitals, 80 women raised water supply issues in Khadar and Badarpur, 40 women stressed the need for signage in Bilaspur Camp, and 30 women complained about non-functioning street lights in Bilaspur Camp. These letters were submitted to relevant stakeholders such as the local Members

of Legislative Assembly (MLAs), Fair Price Shopkeepers, ASHA and Anganwadi workers, for necessary action.

### **Help Desks to Facilitate Access to Entitlements**

In the wake of post-pandemic impact of large-scale loss of jobs and livelihoods amongst the community women and their families, Jagori continued to facilitate their access to various central and state welfare schemes through its help-desks in all four communities. Community leaders identified the vulnerable and needy women while the Jagori team, along with youth volunteers, helped them overcome the challenges of accessing technology and understanding online processes.

Support was provided to 460 women applying for : Ration Card (57), Aadhar Card (32), Labour Card (105), E-shram Card (121), Birth Certificate (10), Death Certificate (1), Old Age Pension (3), Widow Pension (24), Pension for people with disabilities (9), Caste Certificate (13), Voter Id Card (24), and schemes like the EWS admission (6), Ladli Scheme (22), Sukanya Samridhi (13), SVAnidhi Scheme (6), and Jan-Dhan (17).

From 25th January onwards, three 5-day Labour Card Camps were organised in Badarpur, Bawana and Madanpur Khadar. The community team along with volunteers assisted in online submission of applications for new labour cards and renewal of existing labour cards. Jagori contributed towards payment of their renewal fees. Of 95 applications submitted through the camps, 36 were rejected on account of incomplete documentation, while 59 were accepted for further processing.

### **Creating an Enabling Environment for Girls and Women in Haryana**

Jagori worked as a technical partner on Etasha's project 'Spreading Wings'. The idea was to support adolescent girls to become economically, socially and emotionally self-reliant, by sensitizing the family and community towards their role in creating an enabling environment, and demonstrating the co-creation, by the community and administration, of safe public spaces that allow girls and women to safely access education, training and employment opportunities.

#### ***Awareness-Raising***

In six areas of Pataudi (Pataudi, Nanukalan, Baspadamka, Haileymandi, Bhorakalan and Khor), Jagori worked continuously with women, girls and men to bring awareness on the issue of gender and women's safety. During the reporting period, Jagori made 463 field visits to these six areas, reaching a total of 13,611 persons - 8,079 girls and women and 5,532 men and boys were reached and their awareness was raised through face-to-face interactions in the field. Along with this, Jagori worked to create awareness on the issue of girls' education.

During the period between April and September 2022, three meetings and 37 sessions were held with on themes of safety, gender discrimination, patriarchy and girls' education with 316 women, 70 girls and 42 boys and men.

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“After attending the meeting conducted by Jagori on violence against women, I see an improvement in myself. Secondly, we now share the knowledge that we received, about rights, at meetings with the women of our group. If any woman has a problem at home then she needs to raise her voice right now. We are standing in support of each of those women.” - **Anganwadi worker, Khor**

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### *Working With Single Women*

One unplanned yet significant outcome of Jagori's intervention has been the rising of single women in the area. During the door to door visits, it was noticed that there were several cases of women being widowed or deserted by their husbands and living with their children, in dire poverty. The team was then oriented on issues of single women ; they were encouraged to connect with them – getting them to open up about their lives while offering them information about their rights. After persistent efforts for almost six months, women started opening up. They also



*Workshop with single women in Pataudi, Haryana, February 2023*



*Violence intervention team conducting a session with single women in Pataudi, Haryana, February 2023*

agreed to come to a public forum, which they had earlier refused. Many of them are non-literate or semi-literate and have no support from either marital or natal family. They have no information on their / their children's right to maintenance. Jagori then decided to hold a special meeting on 19th February 2023, bringing more than 70 single women together. Focus was on the issues faced by single women – including those who are deserted, abandoned, divorced or separated from their husbands, or not married, either due to circumstantial reasons or by choice – provisions of the PWDV Act and women's right to land and property in their marital and natal homes. Jagori introduced the groups to Etasha and its entrepreneurship programmes.



*Participants holding Jagori's postcard on women's right to a violence-free life, February 2023*

### Single and Independent: The Story of Prasvita and Bindu

Prasvita and Bindu (names changed) were two sisters hailing from Baspadamka village. They were married off when they were still very young, in different families of Rathiwas village. Prasvita gave birth to three children and Bindu had four children. Both the sisters were widowed early, following which, they were absolutely forbidden to go out of the house on their own. They found it difficult to survive as they were totally dependent on others. Initially, the neighbourhood was helpful but gradually sympathy turned into taunts and neighbours were no longer forthcoming.

There came a time when both sisters often had to sleep hungry, along with their children. They wanted to go out and seek work, but they did not have the confidence to take this step. Days passed and the condition of the house became more and more pathetic.

In May 2020, the sisters were forced to leave their marital homes and return to their natal home. There, they connected with the Jagori team and shared their story. Jagori met with the sisters regularly and counselled them. Recognising the direct and indirect exploitation of, and control over women in patriarchal families, they decided to take charge of their own lives. They sought jobs in the factories of Gurugram. In January 2022, they both found jobs in the same factory. Today, they have been employed for more than a year, and the situation in their homes has vastly improved; the children have started going to school.

The sisters have now shared their story with the other single women, and are encouraging them to stand up for themselves.

According to Prasvita,

“पहले मैं भी मानती थी कि यही मेरी किस्मत है, यह समाज भी मुझे बेचारी बनाने में लगी थी। जागोरी ने मुझमें समझ बनायी है। अब मैं बेचारी क्यों बनी रहूँ, जब मैं आत्मनिर्भर बन सकती हूँ। मैं चाहती हूँ कि मेरे जैसे एकल औरतें घर से बाहर निकले, आगे बढ़ें, और किसी पर निर्भर न रहें।”

“Earlier I also used to believe that this is my fate; this society was also set upon making me a victim. Through my discussions with Jagori, I understood. Now why should I remain helpless, when I too can become self-sufficient? I want single women like me to get out of the house, move forward and not depend on anyone.”

## Mobilising Service Providers, Communities for Women's Safety

As part of the effort to mobilise joint energies towards making public spaces safer for women and girls to commute freely for education, work and leisure, the team met with several stakeholders including Sarpanch and Ward/Panchayat members, school authorities, Anganwadi workers, WCDPO<sup>3</sup> and staff, District President of the Market Committee, Police, District Councillor and NGOs to apprise about Jagori and Etasha's interventions and ongoing activities; and to invite them to various interventions, especially OSAM<sup>4</sup> (Open Street Audit Mapping).

Women's Safety Audits were conducted in August 2022, and based on the findings therein, OSAMs were organised in three locations - Bhorakalan, Nanukalan and Haileymandi. Various stakeholders, including Panchayat members, school principals, ASHA and Anganwadi workers, NGO partners, a child welfare officer, members of the local market association, and members of the 16 women and youth collectives, participated in these OSAMs.

An OSAM was organised on 15 November 2022 at Bhorakalan. 48 men, 68 women and 6 girls participated. The recommendations submitted to the Ward Member, Bhorakalan, included provision of safe modes of public transport for women; improving safe movement on roads by removing potholes, fixing the lights and CCTV cameras, and revamping the sewage system to prevent flooding; and shifting of the liquor shop, located near the Anganwadi and health centre so that women visiting these centres are free from harassment or threat of harassment by men frequenting the shop.



*Community women in Bhorakalan engaging with the women's safety map, Pataudi, Haryana, November 2022*

3 Project Officer, Department of Women and Child Development

4 OSAM (Open Street Audit Mapping) is a process in which key issues and recommendations emerging from a Women's Safety Audit are displayed in a public space. Members of the community offer their comments, and stakeholders respond to the recommendations presented. It is a platform where members of the community and stakeholders come together to address issues that emerge from the around the Women's Safety Audit. OSAMs reflect community mobilisation, solidarity and articulation issue of women's safety, and also the willingness of stakeholders to take action on the concerns that were raised.

The OSAM organised on 22 November 2022 at Nanukalan saw the active engagement of 72 men, 58 women and 5 girls. The Sarpanch responded to the recommendations of the people, promising to arrange a bus service from Nanukalan so as to improve girls' access to their college, improved lighting and public toilets at designated locations identified by the women, and improved sewage system. The Sarpanch also resolved to work for the empowerment of young widow women and survivors of domestic violence.

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“The need for a bus has been felt by people for a long time. At the event organised by Jagori, people had put forward their requirements. In response, I had promised that my first task would be to start the bus service. This is done. The girls go to college by this bus.

**- Sarpanch, Nanukalan**

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“Earlier, a single bus used to ply from Nanukalan in the afternoon; it used to be very crowded. I was sexually harassed several times. If I had spoken about it at home, my parents would have stopped me from going to college. Now the situation has improved a bit with the introduction of the new bus. It is less crowded than before.”

**- Student, Nanukalan**

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OSAM was organised at Haileymandi on 26th November 2022. Participants included 94 women, 94 men and 8 girls. This event was held at a central market area where people come to shop and for work, school and railway station. The event included a discussion with women and girls on GBV and insecurity in public places. The participants of this OSAM recommended the introduction of a bus service that would provide safe and convenient transport for students and working women from 52 surrounding villages, well maintained public toilets for women, and PCR vans outside the girls' school, among others. The market association members resolved that they will not allow violence to happen to women and girls, in their homes as well as in their locality.

### ***Achievements***

Jagori had to navigate deeply entrenched notions of religion, caste and social stigma amongst different groups to even initiate conversation around the issue of women's education, careers and safe mobility. The role of stakeholders like the Panchayat is critical to public interventions on women's safety, and the delayed elections did impede progress to some extent. In Borakalan, the distance of police station from the village combined with lack of public transport, rendered it difficult for the community to seek any preventive or corrective action.

Several markers of success of Jagori's intervention in these six locations of Haryana have been noted. Synergies between the community and local administration to identify and address safety concerns of women and girls have led to increased police vigilance around schools and public

spaces frequented by women, construction of public toilets for women on the main roads, installation of new lights and repair of damaged or non-functional streetlights in Pataudi and Baspadamka. A new bus service was initiated from Nanukalan that girls could use to attend college; Anganwadi workers say they are now motivated to advise parents visiting their centres resultant to which, 10 parents opted to send their girls to school. They also resolve to better support women affected by domestic violence. Over 70 single women, hitherto hidden for fear of societal reprisal, are now ready to stand up for their livelihood and rights; and increased number women approaching Jagori and speaking up about violence in their own lives.

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“After getting in contact with Jagori, I am educating my daughter-in-law. I consider her my daughter, and I want that every mother-in-law should encourage their daughters-in-law to get educated and take up opportunities.” - **Bharti** (name changed) **from Pataudi**

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### **Promoting Gender Transformative Local Governance in UP and Bihar**

Keeping in line with our mission of building capacities and harnessing leadership of grassroots women, Jagori conceived a project in collaboration with the Aga Khan Foundation, titled “Promoting Gender Transformative Local Governance”. The project will be implemented in one district each in Bihar (Muzaffarpur, covering 4 blocks with 30 Panchayats having 30 Sarpanch and 30 Mukhiya = 60 EWRs) and Uttar Pradesh (Bahraich, covering 2 blocks with 30 Panchayats having 30 Pradhan or EWRs).

The primary objective of this project is to encourage the active involvement of Elected Women Representatives (EWRs) in local governance by building their capacities on their rights, roles and responsibilities within the Panchayat Raj system. There will be a special emphasis on demystifying budgetary allocations and finance related procedures. The project also will orient and build capacities of other actors in the ecosystem, including officials of Panchayat Raj Institutions (PRI) like gram sevak, BDOs, Panchayat Sachiv, male members of Panchayats, members of school management committees; other government functionaries like police, teachers, ASHAs and Anganwadi Workers (AWWs); Self Help Groups (SHGs) and Community Level Federations (CLFs). The objective is to emphasise the role they can play as allies to support EWRs in performing their duties, and outline ways in which they can help establish the leadership of EWRs within the Panchayat governance mechanism and village. The project envisages that this dual strategy will enable EWRs to take up Practical Gender Needs (PGNs) like water, toilets, health services, education facilities, employment opportunities and reduction in VAW. Once the EWRs gain experience and confidence, they will be able to advance the agenda towards Strategic Gender Needs (SGNs) like land and / or property rights for women.

The first training organised under this project was for participants to tackle the reality of EWRs being mere ‘proxy’ with male members in their family, like husbands or sons, assuming their

positions and power. Also, many EWRs face challenges such as limited literacy, restricted mobility, and lack of prior decision-making experience. The training methodology, therefore, used innovative games and group activities and exercises rather than lectures to build their skills. The sessions included topics like rights of EWRs, their roles and responsibilities under PRI, budget allocations.

“औरतों का ऊंचा पद समाज मानने को तैयार ही नहीं है..... हम सामने रहते हैं तब भी खोजेंगे पति या ससुर को ही..... हमें अपने पद पर लोग स्वीकार ही नहीं कर पा रहे हैं..... तो हम काम कैसे करें?”

“Society is not willing to accept that women can hold high positions; even if we come forward (as Panchayat presidents) they still look for our husbands and fathers-in-law.

They are not able to accept that we will take over their positions.

So then, how do we work?” - **EWR, Muzaffarpur**

The Resource Person Datta Gurav of Resource and Support Development Centre, Maharashtra has a rich experience of over 30 years of working on PRI issues, especially conducting capacity building workshops for EWRs. He not only decoded finance related issues but also provided many practical tips to EWRs as well as AKF and Jagori team members that will help both perform better. The training in Muzaffarpur took place on 9th and 10th November 2022 and was attended by 23 EWRs whereas in Bahraich, the training, organised on 17th and 18th November 2022, was attended by 15 EWRs.



*EWRs participating in a training session conducted by resource person Datta Gurav, Bahraich, UP, November 2022*

The impact of these comprehensive training sessions has been immediately visible and significant. Many EWRs have gradually started assuming their designated roles, actively participating in Panchayat meetings and fulfilling their responsibilities. As of March, there is a noticeable shift, with EWRs themselves displaying a newfound interest in attending meetings, visiting schools, hoisting the flag themselves on 26th January and seeking more such training opportunities. This positive change is encouraging.

Regular off and online interactions with AKF and Jagori teams working on the ground revealed the lack of clear and comprehensive understanding of why and how women have traditionally been kept out of decision-making and structures of power and governance in families and communities. A two-day residential workshop, convened in Muzaffarpur on 11th and 12th January 2023, was tailored to address the knowledge gap and build perspectives on how participants could appreciate the vulnerabilities of EWRs and devise strategies and messaging that is sensitive to their specific challenges and needs. The workshop encompassed a diverse array of critical subjects, ranging from gender dynamics and the pervasive influence of patriarchy to the harrowing issue of VAW and the imperative role of feminist interventions. Crucially, the workshop did not merely impart theoretical knowledge but was thoughtfully designed to furnish the team with pragmatic insights and actionable strategies.

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*“सबसे ज्यादा एक बात ही सुनने को मिलता है,  
कि पढ़े लिखे अबै या हाथ ना कॉपी कलम पकड़ा देईय!”*

“Most of the time, we get to hear that we are not educated,  
but why did they never hand us a copy and pen?” - **EWR, Muzaffarpur**

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A one-day workshop was conducted for government officials with the aim of bolstering support for EWRs on 27th February 2023 in Bahraich, Uttar Pradesh, and on 1st March 2023 in Muzaffarpur, Bihar. A total of 31 stakeholders participated in the Bahraich event, while 48 stakeholders attended the Muzaffarpur session. The primary objectives of this training initiative were two-fold - firstly to embed the realisation that their help and support will not only boost the confidence of EWRs but also help establish their leadership among people, and secondly, to illustrate ways in which they can support EWRs to integrate women’s safety concerns into Gram Panchayat Development Plans (GPDs).

### **Creating Safe Public Spaces for Women & Girls in Jharkhand**

During the year, Jagori continued its efforts to advance the women’s safety agenda in urban as well as rural areas in Jharkhand.

### ***Consultations With CSOs and Engagement with the MSP Core Group***

A two-day consultation on “What can Panchayats do for Women’s Safety?” was organised by Jagori on 27th-28th September 2022 at Genista Inn, Ranchi with 24 decision makers from 20 CSOs working on PRI issues in 15 districts of Jharkhand. Eminent resource persons Bhim Raskar (Mahila Rajsatta Andolan), Chandrashekhar Pran (Teesari Sarkar Andolan) and Lataben Sachde (Kutch Mahila Vikas Sangathan) were invited to orient them on incorporating the ‘safe and inclusive public spaces for women’ agenda in the Panchayati Raj Institution (PRI) system. It was decided in consensus that a network of the CSOs present at the consultation would be created, as women’s safety is an issue that needs to be taken up collectively. To begin with, a Core Group of 11 CSOs titled ‘Mahila Suraksha in Panchayats (MSP)’ was formed.



*Consultation on women’s safety in Panchayats, Ranchi, Jharkhand, September 2022*

Jagori convened online meetings of MSP to discuss how they could utilise the opportunity presented by People’s Plan Campaign (PPC) 2022<sup>5</sup> to raise awareness on women’s safety issues and incorporate them under nine themes in the GPDP of Jharkhand State.

Between October 2022 to January 2023, seven MSP members conducted 40 meetings with EWRs and other women in 15 Panchayats across seven districts (Dumka, East Singhbhum, West Singhbhum, Lohardaga, Khunti, Palamu and Ranchi) in Jharkhand. Many of these women participated in Gram Sabhas and raised several issues pertinent to women’s practical gender

5 On 2nd October 2022, the Ministry of Panchayati Raj launched the People’s Plan Campaign (PPC) 2022, under which 17 Sustainable Development Goals (SDGs) were mapped into nine broad themes for localisation at the grassroots level. Accordingly, Panchayats in Jharkhand were advised to prepare Gram Panchayat Development Plans (GPDP) 2023-24 under the special Gram Sabha and upload approved plan on the e-Gram Swaraj Portal.

needs including clean and functional toilets, adequate street lights, water supply and access to the Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) and other livelihood-related government schemes.

### ***Capacity Building of Panchayat Members***

Jagori, through its Consultant, Purabi Paul of SMS, made efforts to reach out to government officials, Panchayat members including EWRs and women and men in six Panchayats of Sonua Block including Bari, Devangir, Golmunda, Bhalurungi, Sonapose and Balijuri to spread awareness about Gender Equality and against VAW . As part of this ongoing effort, trainings or orientation sessions were held on gender related themes. The following sessions were undertaken during the reporting period:

- Two sessions were held with Panchayat members on laws related to women including Protection of Women from Domestic Violence Act (PWDVA) 2005, Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) (POSH) Act 2013, labour laws and schemes including Pradhan Mantri Awas Yojana, Widow Pension and Death Certificate on 24th May and 25th May 2022 at Panchayat Bhawan, Sonua block, West Singhbhum district, Jharkhand. There were 65 participants from Balijuri, Devangir, Bari and Bhalurungi Panchayat along with village leaders and elected representatives. A First-class Magistrate from District Legal Services Authority (DLSA) (Chaibasa, West Singhbhum district) and five Panchayat Level Volunteers (PLVs) were the resource persons for these sessions. Women participants raised 16 queries related to widow pension, old-age pension, land dispute, ration card, labour card of migrant women, MGNREGA payment and domestic violence.



*Resource person Milind Chavan conducting a session on masculinity and VAW with male panchayat members, West Singhbhum, Jharkhand, November 2022*

- A two-day leadership training - on ways in which women Panchayat members could engage on women's safety and influence GPDP- was held on 22nd-23rd September 2022 at Panchayat Bhawan, Sonua block, West Singhbhum district, Jharkhand. There were 35 participants from three Panchayats – Balijuri, Bari and Balurungi in Sonua block. SMS team members were the resource persons for this training.
- A session was organised on the issue of “Masculinity and VAW ” with male Panchayat members of Balijuri Panchayat on 28th November 2022 at Panchayat Bhawan, Sonua block, West Singhbhum district, Jharkhand with resource person Mr. Milind Chavan (gender trainer and expert from Pune, Maharashtra). Two Mundas (traditional village heads) and 34 male villagers participated.

### **Capacity Building of Stakeholders**

Jagori organised a two-day workshop on 14th and 15th March 2023 at Forest Training Centre, Chaibasa district. Participants included CDPOs (Child Development Protection Officers), Lady Supervisors (LSs), Child Welfare Committee (CWC) members, District Child Protection Officers (DCPOs), staff of DCPU (District Child Protection Unit), One Stop Centre (OSC) staff and counsellors. Resource persons from Jagori discussed why VAW happens, how to assess survivors' needs and respond effectively, file Direct Information Reports (DIRs) and obtain protection orders, among others.



*Session on VAW being conducted with WCD officials, West Singhbhum, Jharkhand, March 2023*

A day's session was conducted by Jagori on 27th November 2022 at Atal Smriti Vendors' Market, Ranchi, with 14 AIWHF volunteers (women street vendors from Ranchi). Findings of the recent survey conducted by Jagori 'Safety and mobility concerns of women street vendors in Ranchi, Jharkhand' were presented. Participants agreed with the findings and reiterated the need for safe night shelters, separate toilets, and storage facilities for women vegetable vendors.

### ***Short Sessions at Vinoba Bhave University in Hazaribagh and Ranchi University***

Jagori organised two short sessions with students and faculty of Ranchi and Vinoba Bhave University (Hazaribagh) on “Masculinity and GBV” on 29th and 30th November 2022, facilitated by a senior gender trainer Mr. Milind Chavan from Pune. 50 students pursuing Masters in Economics and senior faculty from the Women’s Study Centre and the Department of Economics participated in the session at Ranchi University. 120 Management students and Dean participated in the session at Vinoba Bhave University (Hazaribagh).

A short session on “Safety Audits” was organised by the Women’s Studies Department, Ranchi University with 35 students from the Economics Department on 18th March 2023, where Sarita and Kailash from Jagori, oriented the students on the concept of Safety Audit and guided them on conduct it and analysing the findings. The students walked in and around the university campus and examined the usage and design of the campus infrastructure and surrounding public spaces. Key concerns identified were damaged lights around the campus, non-functional and inaccessible toilets, lack of proper water supply, unavailability of ramps for disabled students and faculty, playground and footpath. A report covering audit findings and recommendations was shared with the coordinator of the Women’s Studies Department who will present the report to the Head of the Department and the management committee of Ranchi University for further action.

### ***Engagement with Stakeholders***

Meetings were held to follow up on the findings and recommendations of the Safety Audits with 16 village heads of six Panchayats namely Balijuri, Bari, Bhalurungi, Sonapose, Devangir and Golmunda. Women leaders and SMS volunteers conducted meetings with eight government stakeholders on the issue of VAW responses and reporting. Jagori and SMS team conducted meetings with the District Commissioner, Child Welfare Committee officer and BDO to invite CDPOs and other government functionaries for their training.

With support of AIWHF, Jagori team held meetings with several key office bearers in the Jharkhand Government, Ranchi Municipal Corporation, and the National Urban Livelihood Mission (NULM), among others. Meetings were also convened, with Mahua Maji, MP Rajya Sabha (upper house of the Parliament of India) from Jharkhand, to discuss rehabilitation of vending zones from a women’s safety perspective; and Binod Kr. Thakur, State Mission Manager, Day-NULM, to reiterate the aspirations of women vendors and recommend incorporation of a women’s safety and mobility perspective in the construction of new vending zones.

# 3

## RESEARCH AND KNOWLEDGE DISSEMINATION

### **Mapping CEDAW Implementation in India**

On 21st and 22nd April 2022, Jagori<sup>1</sup>, as the India lead in a four-country research on impact of recommendations made by the CEDAW committee at its periodic reviews, participated in the online inception meeting with IWRAW-AP, The George Institute and implementing organisations in three other countries - South Africa (WLC), Indonesia (CWGI) and Kenya (KESWA). After discussion, mutual consensus was reached on using GBV as an entry point to analysing CEDAW implementation.

Jagori has been involved in the writing the GBV chapter in the CEDAW India Shadow Report with a few other CSOs working in the sector. Since the India Country Report has not been submitted, this report cannot be shared with the CEDAW Committee. However, Jagori remains engaged with the process with the aim of eventually using this data for state and national-level inputs on GBV issues. In April 2022, Jagori attended an online learning session on the CEDAW Review Process organised by IWRAW-AP, with Audrey Lee as the Resource Person.

Through bi-lateral meetings with The George Institute, in October 2022, Jagori narrowed down the scope of the India research to analysing the implementation of the Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act 2013 (hereon referred to as

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<sup>1</sup> Jagori was invited on board by The George Institute for Global Health India (TGI) for this three-year initiative to address the lack of systematic evidence on what drives the effectiveness of the recommendations made by the Committee on the Elimination of Discrimination against Women (CEDAW) at the periodic reviews conducted with the 189 States that have ratified the Convention. The initiative spans four countries –India, Indonesia, Kenya and South Africa. Jagori is leading the country activities in India. Anchoring the research across all four countries is International Women’s Rights ActionWatch Asia-Pacific (IWRAW-AP), an organisation that has been a leader in the CEDAW review process for many years.

the POSH Act 2013), focusing on informal sector women workers, their limited access to redress and the gaps that they encounter in seeking redress. An analysis of the POSH Act 2013 within the ambit of CEDAW would be most beneficial since it has not been explored in detail in previous CEDAW Review processes. Sexual harassment at the workplace is one of the factors responsible for women's low labour participation rate in India. As many as 94% of total women workers in India are found in the informal sector. Besides, this was one of the constituencies most impacted by the COVID-19 pandemic. Thus, intervention on implementation of the POSH Act 2013 is likely to have far reaching impact. With Jagori's long-standing work in low-income and resettlement colonies in Delhi where informal women workers are the largest constituency, the likelihood of making a meaningful impact, by focusing on this law, are high.

Jagori participated in partner meetings (in May and July 2022), while continuing to work on research plans and cross-learning. The team also undertook secondary research, analysing previous India country reports, CEDAW committee recommendations and CSO shadow reports. Key informant interviews, while delayed due to scheduling issues, were set up.

Jagori had planned a dialogue amongst various stakeholders on the Functioning of Local Committees (constituted under the POSH Act 2013) on 9th December 2022, with the aim to identify gaps in the implementation of the LC (Local Committee) mechanism, and initiate collaborative action to address these. The event had to be postponed due to the announcement of MCD elections and implementation of the Code of Conduct, whereby Government officials are not permitted to participate in public events.

Jagori is in the process of selecting other Indian states where the implementation of the POSH Act 2013 can be analysed.

### **Study on the Occupational Health Hazards of Women Domestic Workers in Delhi-NCR and Jaipur**

As 'care workers', domestic workers play the crucial role of sustaining and nurturing human life; yet their contribution is not valued and not accorded dignity. Feminist researchers have been studying and writing about the feminisation of care work. There is a steadily growing discourse on the demography of workers, working conditions and remunerations but there is little focus on the occupational hazards that women domestic workers face, and its potential impact on their health. This is especially important since there is no legislation that has codified occupational health and safety for domestic work.

To address this gap, Jagori undertook to explore the specific health hazards faced by different categories of WDWs, based on the type of work they do, their health-seeking behaviour and challenges in accessing healthcare, and their own perceptions of health and well-being, impacted as they are by experiences of discrimination, exploitation and violence. A first-of-its-kind mixed-methods action research was undertaken.

The study on the Occupational Health Hazards of Women Domestic Workers in Delhi-NCR and Jaipur began with an initial literature review in December 2022. Survey respondents were identified from CSOs and organisations such as Community for Social Change and Development (CSCD), Shehri Mahila Kamgar Union (SMKU), Janpahal, and Action India in Delhi-NCR and from Rajasthan Mahila Kamgar Union (RMKU) in Jaipur.

This phase also involved drafting and finalising tools for the study – such as the survey guide, Key Informant Interview (KII) tools and case study guides. Jagori engaged advisors Anagha Khot and Prof. Mohan Rao for the study. Advisor meetings were held at every stage of study-design where they gave their insights and inputs to the Research Team.

A 3-person external Ethics Committee<sup>2</sup>, was convened for the research and all ethical considerations were approved by them. Informed consent for (voice) recording and manually documenting responses was taken from all participants and anonymity and confidentiality were strictly maintained

Three field investigators joined the research team for three months. Tools for data collection were piloted with women domestic workers in Badarpur. After this, an Orientation Session was conducted for the entire Research Team, including field investigators and members of the violence intervention team.

Subsequently, data collection commenced with the Research team coordinating with the aforementioned CSOs and Unions to organise surveys with women domestic workers in the areas they lived in. Around 520 surveys with women domestic workers in Delhi-NCR and Jaipur were completed by February 2023.

The month of March saw a focus on conducting KIIs in both Delhi and Jaipur – with Union leaders, doctors, ASHA and Anganwadi workers, LC members etc.

After surveys, respondents for case studies were identified to highlight the unique experiences and challenges of women domestic workers – relating to accidents at the workplace, experiences of



*Meeting with Meva Bharati and RMKU team for occupational health of WDWs study, Jaipur, Rajasthan, February 2023*

<sup>2</sup> The Ethics Committee comprises Mr. Amulya Nidhi Founder and Co-convenor, Swasthya Adhikar Manch and National Co-convenor, People's Health Movement of India (Jan Swasthya Abhiyan), Dr. Sona Mitra, Principal Economist at IWWAGE and Prof. (Dr.) Saumya Uma, Professor of Law and Director of the Centre for Women's Rights at Jindal Global Law School.

discrimination, exploitation and violence. These case studies attempted to focus on bringing out the issues faced by full-time and live-in domestic workers. 10 case studies were conducted in Delhi and 22 in Jaipur.

### **Study on ‘Safety and Mobility Concerns of Women Vegetable Vendors in Ranchi City’**

In India, 90% of the women work in the informal sector and are highly vulnerable to the risk of violence. However, informal work such as street vending, where public markets become workplaces, there is a shortage of literature on how women negotiate their portions of “male-dominated” public spaces. This study, conducted June 2022 onwards, attempts to bridge this gap and critically analyse issues faced by women vegetable street vendors. This study was conducted



*Woman street vegetable vendor surveyed in Ranchi, Jharkhand, July 2022*

with the support of Consultant Anita Das of All India Women Hawkers Federation (AIWHF) and was anchored by independent researcher Divyaa Gupta.

The objectives of this study were to understand issues of women vegetable vendors' safety, their experiences of violence and their mobility patterns. Data was collected using both qualitative and quantitative tools such as a survey, In Depth Interviews (IDIs), Key Informant Interviews (KIIs), Focus Group Discussions (FGD) and Safety Audits. Analysis was done across key themes such as mobility patterns, structural barriers to women's safety, workplace violence and harassment and access to support mechanisms.

Key trends across the 201 women vendors surveyed indicate that women's entry into the vegetable vending business was facilitated by reliance on social networks (of other women in the sector), low requirement of capital and higher cultural acceptance of women as vegetable vendors as compared to other types of vending. However, the same factors act as a social barrier for their upward mobility. Lack of access to an independent income and resources was the main driver for women in vegetable vending, while a few others entered to supplement their husband's income or due to widowhood or separation and found the work to be easier than other forms of laborious informal work.

61% women vendors were locally situated in the city of Ranchi, i.e. they either belonged to the city or had moved to the city for livelihood purposes and were living in rented accommodation. They were present in all kinds of markets and stayed at a distance ranging from 500m-5km from the market. Sharing local autos and trains were the most preferred modes of transport for women vendors travelling from outside Ranchi city – both to reach markets and to transport their vegetables. Out of the 24% women who travelled from villages in Ranchi district, 91% travelled by shared autos. Out of the 15% women who travelled to Ranchi from neighbouring districts, 90% used trains.

Women vegetable vendors shared their experiences of facing a range of safety issues while travelling - encompassing lack of transportation at night, unavailability of transport connectivity from the railway station, harassment by the ticket collector for money and sexual harassment by male passengers. Mobile vendors faced additional challenges while walking around the city for sales. They shared that they were stalked and verbally abused by male road users and customers. Even at their workplace, 42% women vegetable vendors reported some form of harassment – with over half of them reporting that this harassment was sexual harassment.

In-depth interviews revealed that respondents' perception of security was related to vending space security which was in turn sanctioned through her social relationships in the market. If a woman felt secure about her space, she maintained a right over it through her social relations in the market even if it meant bearing sexist remarks or harassment. Respondents considered this to be an ordinary part of their trade and that they had to be strong to deal with these issues.

“नहीं काम बुरा नहीं है.... बुरी लोगों की नज़र है.... सब्जी तो आंख से तौलते ही हैं.... बाकि ज्यादा तौलते हैं... हमारे जिस्म को .... सड़क पर बैठना कोई आसान काम है?..... मेरी बेटी कुछ और करेगी, कोई दूसरा काम पर ये नहीं!”

“No, the work itself is not bad, it’s peoples roving eyes that’s bad... they measure the vegetables that they purchase, with those eyes, but far more than that, they measure up our bodies. Street vending is no easy task! I will get my daughter to do something else but not this!”- **woman street vendor, Ranchi city**

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“ना! बेटी को इस काम में कभी नहीं लगायेंगे.... मेरी तो उम्र निकल गई.....”

“No, never! I will never let my daughter do this work. My time is up now....”  
- **woman street vendor, Ranchi city**

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When respondents were asked whether they knew about any women’s helpline, most said that they did not. Further, it was noted that women travelling from villages did not have a phone of their own. This can be correlated to lack of access to VAW support when required and to time-poverty, an area that can be valuable to explore beyond the analysis of this study. There was no information on Local Committees constituted under the POSH Act 2013, in Ranchi. Sexual harassment redress has still not been implemented formally and matters of sexual harassment have to either borne by women silently or dealt with individually.

Finally, it was found that the infrastructure in informal (street) vegetable markets was highly unfavourable for women vendors, compromised their safety and affected their capability to work - this was especially true for those who had to combine their child-care and vending activities. 50% of the markets surveyed did not have a functioning public toilet and women reported facing harassment while going to the toilet in the open. Even the vegetable markets in government ending zones had poorly cleaned and maintained toilets, with no provisions for persons with disabilities. Even after provisions under the Jharkhand Street Vendors (Protection of Livelihood and Regulation) Scheme, 2017, these markets did not have breastfeeding and resting areas, and drinking water was unavailable.

### **Vulnerability Index: Catalysing Compensation for Women Survivors of Violence in Haryana**

On 2nd May 2022, Jagori submitted a Vulnerability Index for Survivor Compensation to the Chief Minister's Good Governance Associates (CMGGA) Programme in Haryana. Jagori emphasised that once accepted, this should be universally applicable across all violence redress service providers like OSCs, Helplines, Sukoon Centres or survivors directly approaching DLSA, Social Justice department or WCD and that a District level Committee is constituted comprising of representatives of WCD, Health, Social Justice, Law and Senior officer from Collector's office to screen the neediest survivors.

### **Practitioner Parley**

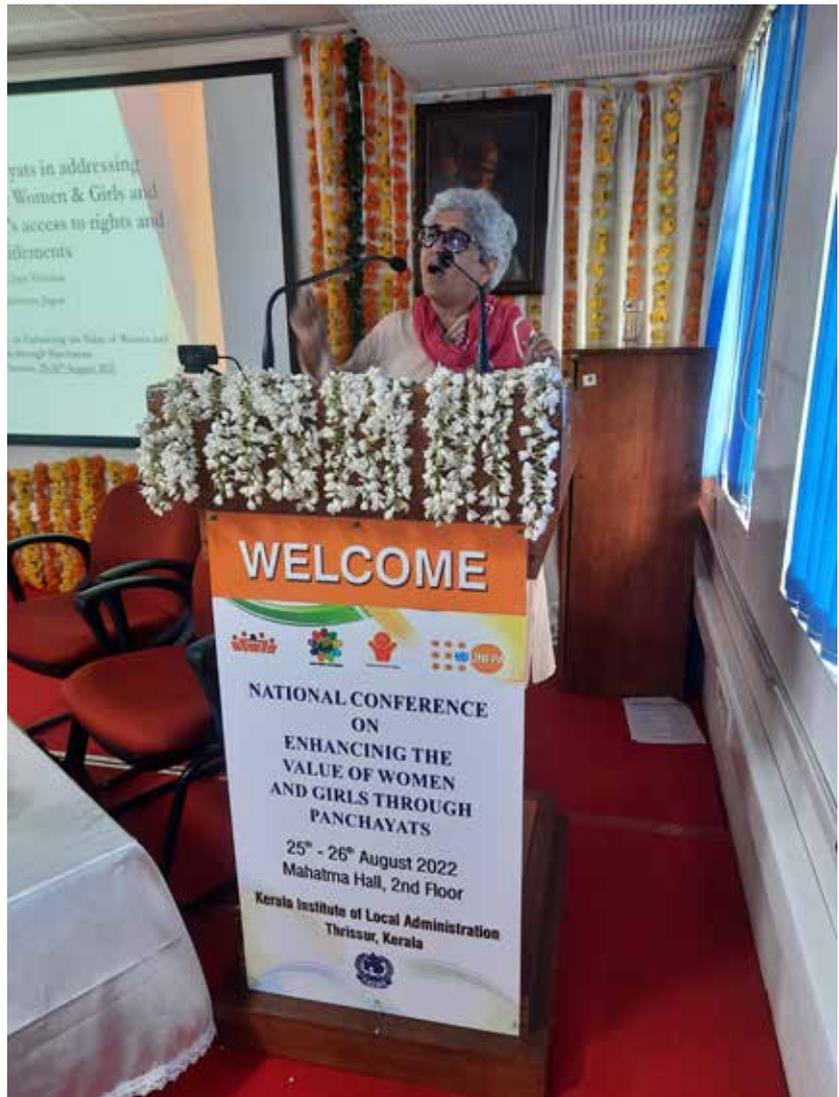
During the reporting period, 12 sessions were conducted on laws and recent judgements related to the PWDV Act, digital space violence, abortion rights, women's right to abortion, right to choose, right to education, the implications of raising the age of marriage for women from 18 to 21 years. Counsellors representing 29 organisations from 19 Indian states interacted with the resource person – eminent Supreme Court lawyer and feminist Vrinda Grover - to sharpen their legal knowledge and apply it as a tool, when dealing with cases of GBV, for ensuring access to justice for survivors.

### **Presentations by Jagori**

- On 8th April, 2022, Jagori's Director Jayashree Velankar delivered a talk to the faculty of Ambedkar University, Delhi, on Domestic Violence (DV) during the COVID-19 pandemic- women's experiences and the implications of DV.
- On 30th June 2022, the Global Action Coalition on Safe Cities and Public Spaces for Women and Girls organised an event titled "Gender Friendly Cities for a Better Urban Future: Sharing practices and challenges" in the World Urban Forum (WUF) 11 in Poland. As a coalition member, Jagori's initiative, with Shramajivi Mahila Samity (SMS) in Jharkhand, to take forward the agenda of safe and inclusive public spaces to village councils was presented through a video.
- Jagori was a panellist at the consultation on Draft National Youth Policy 2021 organised by Indo Global Social Service Society (IGSSS) that was attended by 20 CSOs on 30th June 2022 at Indian Social Institute, Delhi where Jagori laid emphasis on how restricted mobility resulting from patriarchal social norms and safety concerns acts a barrier to girls' education and leadership. Recommendations were submitted to the Ministry of Youth Affairs & Sports, Government of India.
- Jagori's Director, Jayashree Velankar was invited as an expert by United Nations Population Fund (UNFPA) to speak on the "Role of Panchayats in addressing VAW and girls and ensuring women's access to rights and entitlements" at the National Conference on

Enhancing the Value of Women and Girls through Panchayats organised by UNFPA and Ministry of Panchayati Raj (MoPR) on 25th-26th August 2022 in Thrissur, Kerala. A notable feature of this conference was the presence of Elected Women Representatives (EWRs), Women Sarpanches and State Institute of Rural Development (SIRD) officials from 30 Indian States amongst more than 200 participants.

- IGSSS invited Jagori to provide them with a blue print on how to conduct gender trainings for seasoned community workers who have never received any such trainings, and to design a training needs assessment tool with them.



*Jagori's Director Jayashree Velankar speaking on Panchayats' role in addressing VAW, Thrissur, Kerala, August 2022*

- On 10th September 2022, Jagori team mates spoke on a panel at the national consultation on community led management of Bastis (informal settlements) in Delhi, organised by Delhi Urban Shelter Improvement Board (DUSIB) and supported by IGSSS at India International Centre, Delhi –on how gaps in public infrastructure and services impact women's safety. Participants deliberated to draft a framework for Basti Vikas Samitis (Committees for increasing participation of residents of informal settlements in management of JJ clusters) and DUSIB assured that they will work out a regulation soon towards this initiative in consultation with CSOs.
- Deep Shikha Kaushik represented Jagori as panelist at a National Consultation 'Promoting Women's Rights to Life with Dignity, Gender and Social Equality' organised by MARG on 20th October 2022 at India International Centre Delhi. The presentation, which was focused around challenges in implementation of the PWDV Act and strategies thereof, was well received by over 100 participants.

- On 18th November 2022, Jushya Kumar and Deep Shikha Kaushik attended a meeting at the Ministry of Women and Child Development (MWCD) on Creating Enabling Eco-system for Safety and Empowerment of Women chaired by Shri Indevar Pandey, Secretary, MWCD. Jagori also sent a list of recommendations based on this discussion to the Ministry.
- Jagori participated in a planning and strategy meeting convened by the Working People's Coalition (WPC) on 30th December 2022.

Jagori's Director Jayashree Velankar was invited to present recommendations at a Consultation in Ranchi on 25th January 2023, organised by the Finance Ministry seeking actionable points from CSOs on Health, Education, Employment and Labour, Welfare and Tribal Welfare and Agriculture and Irrigation. She put forth six key recommendations in her presentation:

- i) Making Mahila Sabhas mandatory before each Gram Sabha. Hameen Kar budget (people's budget) will really be complete when it reaches grassroot women, for which Mahila Sabhas are extremely crucial.
- ii) Gender Responsive Budgeting (GRB) that takes into consideration women's needs, challenges and priorities, as marking fixed allocations for Gender issues (Gender Budget Statement) is not enough.
- iii) Overhauling the violence redress ecosystem, as there is no help line in a city like Ranchi and OSCs also not functional.
- iv) Allocation of funds for toilets for girls in schools on priority basis. This measure will have a threefold outcome - arresting girls' drop out, progress on SDG 4 and prevention of early marriages.
- v) Prioritise women's safety – ensuring public toilets for women, streetlights, drinking water, breastfeeding facilities and other measures that facilitate women's access to the city, as no city can be termed a Smart City if it is not Safe for Women.
- vi) Anaemia in children, adolescent girls, pregnant and non-pregnant women is very high in Jharkhand and hence need serious attention as far as ICDS and other food schemes' allocation is concerned. Anaemia is an indicator of women's status in the society so if we have to achieve gender equality, we have to give this top priority.

The Jharkhand Finance Minister in his speech made a special mention of Jagori's suggestion about toilets for girls in schools and appealed to all the departments to take necessary steps.

## Training Sessions

During the year, the Jagori team facilitated various sessions, showcasing their own extensive on-ground experience while also building confidence as independent resource persons.

- Shruti Batra facilitated an online session for interns from the National Human Rights Commission (NHRC) on “Human Rights and Safe Public Spaces” in Delhi on 2nd September 2022.
- Amrita Thakur facilitated a one-day session on the theme of safe mobility with 14 AIWHF volunteers (women street vendors from Ranchi) on 27th November 2022 at Atal Smriti Vendors’ Market, Ranchi. The aim was to mobilise them around the issue of safe and easy mobility that would enhance their productivity at work. She shared key findings from the recent survey - ‘Safety and mobility concerns of women street vendors in Ranchi, Jharkhand’ and elicited their experiences and responses thereof.
- On 18th January 2023, Jagori’s Director Jayashree Velankar conducted a Training of Trainers for Health Care Professionals (HCPs) from 11 peripheral Brihanmumbai Municipal Corporation (BMC) hospitals that have Dilaasa Centres on the topics of gender, patriarchy, VAW and its health consequences and roles and responsibilities of HCPs.
- Deep Shikha Kaushik and Shalini Sharma facilitated a training co-organised with Shramjeevi Mahila Samiti for 25 CDPOs (Child Development Project Officers), women supervisors and shelter home counsellors from the WCD (Woman and Child Development) Department, West Singhbhum, Jharkhand, at Chaibasa on 14th and 15th March 2023. The aim was to improve the quality of service providers’ responses to survivors by sensitising them on VAW, related laws and counselling of survivors.
- Jagori conducted a session for 35 students and faculty members of the Economics Department, Ranchi University on 17th and 18th March 2023, to build an understanding around the concept of women’s safety in public spaces and to impart the use of the Women’s Safety Audit as a tool to mobilise communities, gather data and advocate effectively for women’s safety in cities.

Sarita Baloni and Kailash Bhatt from Jagori conducted a short session on “Safety Audits” with 35 students from the Economics Department of Ranchi University on 18th March 2023. They explained the concept of Safety Audit and guided the students in conducting an audit and analysing findings. Recommendations were shared with the coordinator of the Women’s Studies Department, for further action.

# 4 NETWORKING- ADVANCING FEMINIST DISCOURSE ON GENDER, RIGHTS AND WOMEN'S SAFETY

## **Joint Actions**

As a member of the Wada Na Todo Abhiyan (WNTA), Jagori contributed a chapter titled 'Women: Unemployed and Under-Remunerated, Pandemic Further Marginalises Women' in WNTA's collaborative governance review 'Citizen's Report on Year Three of the NDA II Government 2021-22'. This chapter covered themes such as women's political participation, labour force participation, livelihoods, social security and GBV, and included some good practices as well.

Jagori organised a two-day State Level Meeting of Global Fund for Women grantees on 23rd and 24th July 2022 at Vishwa Yuvak Kendra in New Delhi. The Resource Person for this meeting was Geeta Menon - a women's rights expert working on the recognition of women domestic workers' rights and a representative of Stree Jagruti Samiti and the Domestic Workers Rights Union. Representatives of seven organisations/ collectives from Delhi and Rajasthan participated – Action India, Community for Social Change and Development, Jagori, National Platform for Domestic Workers, Network on the Rights and Voices of Domestic Workers Delhi-NCR, Nirmaan and Rajasthan Mahila Kamgaar Union. A critical take-away from the highly interactive event was that while collective action and support are crucial to overcome obstacles, one needs to be careful that the decision-making remains with domestic workers themselves. There is a need to review vision, mission and strategies at regular intervals and plan future actions, keeping in mind the barriers and thinking about newer ways of working.

Jagori and Safetipin organised a field-visit for Safetipin's partners from Fondation Botnar, E2A Global Evidence, Ecorys Representatives and University of Melbourne Representatives to Madanpur Khadar on 13th October 2022. The teams spoke about their experience of working with young girls and women

to address VAW and inequalities. The girls from the community talked about the challenges they face in negotiating the home and the city on a daily basis. It was enchanting to see the 'Fursat ki Fizayen' ('the winds of leisure') terrace where the young women of the community find their much-needed 'Fursat' or leisurely break and shared their lived experiences. 'Fursat ki Fizayen' is a socially engaged art project that offers insights into how young women from peri-urban areas exercise their 'right to the city' with a focus on spaces and leisure, supported by Khoj International Artists' Association. The evening was packed with conversations around the power of evidence-based data collection and the actions that impact the lives of young people, especially young women.

### **Working People's Coalition Sets up a Gender Working Group**

On 13th May 2022, a fire broke out in a manufacturing factory of electronic and surveillance equipment in Mundka industrial area in North-west district of Delhi where 27 people lost their lives, of which 21 were women. Jagori pro-actively participated in the fact-finding team formed by the Working People's Coalition (WPC) and investigated the entire incident from a feminist lens. On 4th July 2022, Jagori presented the findings and recommendations at a press conference organised by WPC. With Jagori's contribution, a separate group was formed within WPC to look into issues of women informal workers.

## **Networks**

### ***Network on the Rights and Voices of Domestic Workers Delhi-NCR***

Between April 2022 and March 2023, nine meetings were held with domestic workers in all four communities on themes like government schemes and benefits, financial hardships, savings, union formation and right to work, provisions for women's safety and public services along major routes used by them, and work-related health concerns, among others.

Mapping of the schemes, laws and policies pertaining to domestic work was undertaken, in order to enhance understanding about these laws and policies to take forward collective actions and to building the knowledge of women domestic workers through information dissemination in simple language.

Jagori, as an active member of the National Platform for Domestic Workers (NPDW) and founder/ anchor of the Network for the Rights and Voices of Domestic Workers Delhi-NCR<sup>1</sup>, connected women domestic workers to larger platforms and networks so that the issues faced by them could be taken up in high-level forums, and collective action strengthened. On 6th June 2022, five women domestic workers from Madanpur Khadar and Badarpur attended a session on minimum wages organised by the NPDW in Delhi.

1 Understanding the impact of the pandemic on women domestic workers and the urgency to address their issues, Jagori formed a group of 17 like-minded organisations in Delhi working on the rights of domestic workers. The group was named 'Network for the Rights and Voices of Domestic Worker in Delhi-NCR'

Jagori incorporated the issues of women domestic workers in the CSO info-pack during the preparatory phase of the Municipal Corporation of Delhi (MCD) elections in November 2022. These included the right to work with dignity, safe mobility and spaces, awareness campaigns on violence redress mechanisms, paid leaves, crèche facilities, and safe and clean toilets, among others.

### **Wanted: A Bill for Domestic Workers**

After a dormant period of more than a decade, the need for State legislation for domestic workers was in the spotlight again, given the fact that they were among the worst sufferers during the pandemic. As a member of NPDW, Jagori gave crucial inputs during the drafting of the Delhi Domestic Workers Regulation of Work and Social Security Bill 2022. The team attended discussions on this on 5th July 2022 and 12th July 2022 before finalisation of the document. This Draft Bill was submitted to the Delhi State Labour Commissioner on 10th September 2022.

To build awareness and knowledge of members of the Network for the Rights and Voices of Domestic Workers Delhi-NCR and other Delhi-based women domestic workers on this Draft Bill, Jagori organised a knowledge sharing meeting on 12th October 2022 at Indian Social Institute, New Delhi. This meeting was attended by 22 participants, including eight women domestic workers from Khadar and Badarpur.

### ***LCN Network on Shelters for Survivors of GBV***

Jagori as co-anchor of the LCN network provided critical planning inputs and participated in the following events:

- An LCN planning and review meeting workshop for senior staff of eight member organisations from 21st to 23rd April 2022 at Guwahati, co-organised with North East Network (NEN) Assam.
- Jagori attended a three-day Training of Trainers (TOT) on a training toolkit organised by Visthar in Bangalore from 4th-6th August 2022, focusing on a survivor-centric and intersectional approach.
- An online workshop on CEDAW co-organised with NEN Assam on 8th April 2022.
- Two sessions on gender and sexuality on 18th and 19th July 2022, co-organised with Nazariya.

Jagori as co-anchor of the LCN network, visited the office of the DWCD (Department of Women and Child Development) on 23rd January 2023, to invite the Minister to launch LCN's Training Manual titled 'Gender Responsive Shelter Homes' and to request his affirmation for organising

training sessions for shelter home personnel in Delhi. The manual was customised by LCN for training of shelter home staff and managers to nurture in them an inclusive, sensitised and survivor centric approach. On 24th January 2023, two members from Jagori visited DWCD and DWCD Director’s office to disseminate the Training Manual.

### Participation in Meetings/Events

Jagori team participated in the following meetings/events. Such occasions provide opportunities for cross learning, broadening perspectives and strengthening collective actions.

Sl. No.	Date & Location	Details of meetings attended
1	7th April 2022 and 26th July 2022	Meetings organised by Special Police Unit for Women and Children (SPUWAC), Nanakpura, Delhi with local NGOs:  i) Jagori raised concerns of women survivors from Bawana and Badarpur – two low-income communities in Delhi in accessing police services.  ii) SPUWAC presented steps taken after the previous meeting to foster improved coordination between the Police and NGOs.
2	6th May 2022	Webinar on ‘Gender Responsiveness of Policy Responses to COVID across Select Countries’ co-organised by Centre for Budget and Governance Accountability (CBGA) and Feminist Policy Collective (FPC). Panelists from the Global South highlighted the disproportionate impact of the pandemic on women and persons of marginalised gender and sexual identities, and the policy responses witnessed so far.
3	13th May 2022, Khadar	A public meeting organised by Human Rights Law Network (HRLN) on rights of ASHA and Anganwadi workers.
4	17th May 2022	A session organised by the Martha Farrell Foundation and SEWA Delhi on the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Six women informal sector workers from Jagori’s four communities participated.

5	28th May 2022	Jagori and six adolescent girls from Khadar attended a webinar on “Making menstruation a normal fact of life by 2030” organised by Action India. One Jagori team member, and six teenage girls from Madanpur Khadar attended this webinar.
6	18th May 2022	An online meeting of the Delhi Chapter of the Right to Food Campaign to discuss the implementation of mid-day meal and ICDS schemes in the low-income communities.
7	10th August, 2022	Two members attended the online meeting organised by AALI to disseminate findings of their research on the implementation of the Protection of Women from Domestic Violence Act (PWDVA) 2005, in the states of Uttar Pradesh and Jharkhand.
8	25th August 2022	One member attended the online dissemination meeting by SNEHA Mumbai, where they launched a user-friendly web interface for integrating mental health care into counselling interventions for survivors of violence.
9	27th August 2022	The 35th Foundation Day celebration of Shakti Shalini at Bipin Chandra Pal Bhawan in Delhi.
10	22nd – 30th October 2022	Jagori’s Director Jayashree Velankar, Deep Shikha Kaushik and Geetha Nambisan attended a series of meetings organised by DCW’s committee on Mahila Panchayats where discussions centred around devising a strategy for strengthening the selection criteria of members and building their capacities, and to improving the overall support provided by Mahila Panchayats.
11	29th December 2022	A National Consultation on Violence Against Women Workers in the Informal Sector in India, organised by Action Aid India
12	2nd to 4th November 2022	A 3-day workshop organised by UN Women in Delhi on ‘What Works for Prevention of VAW in India’ with about 50 participants representing feminist organisations from different states of India.
13	21st January 2023	A webinar on Understanding Sexual Harassment by Dr. Vageshwari Deswal, Professor at the Faculty of Law, Delhi University, organised by the Citizen’s Forum of India

## **Campaigns Activities**

### ***International Domestic Workers' Day (16th June 2022)***

Jagori co-organised an event with the NPDW at Gandhi Peace Foundation, New Delhi. Five women domestic workers from Madanpur Khadar and Badarpur participated and put forward their issues, amongst 80 other workers who attended this event. Key asks raised by the domestic workers were: minimum wages, extra pay for working overtime, decent working hours, leaves and crèches. Key people related to the draft bill on DWs, including the Director, Delhi Urban Shelter Improvement Board (DUSIB); Legal Advisor, Labour Department of Delhi Government and a prominent professor from National Law University were present.

### ***International Anti-Street Harassment Week (3rd - 9th April, 2022)***

#### **i) Delhi**

Three Open Street Audit Mapping (OSAM) events were conducted on 5th April, 7th April, and 4th May in Khadar and Badarpur to disseminate findings from safety audits with an outreach of over 540 persons. As a result, roads were cleaned in Madanpur Khadar, damaged streetlights were repaired, police patrolling was increased, streetlights were installed and public toilets were cleaned in Bilaspur Camp. OSAM was an appropriate tool that was leveraged during anti-street harassment week to engage the wider public (around mobility challenges of women workers) and to gather their inputs on our safety audit findings.

On 9th April 2022, an awareness campaign on the issue of sexual harassment was conducted in Bawana. About 150 persons were reached out through this event.

#### **ii) Haryana**

On 4th April 2022 and 8th April 2022, Community Safety Chaupals were organised in Hailey Mandi and Borakalan in Pataudi where 80 women, 36 boys and 30 men participated. Over 70 persons actively participated in a discussion on the theme "What is a safe public space?"

### ***International Labour Day (1st May 2022)***

On 4th May 2022, Jagori organised an online workshop to share the history of Labour Day and spotlight the needs of women workers. Subhadra Tiwari from Self Employed Women's Association (SEWA, Delhi) facilitated the workshop, where approximately 60 women participated.

### ***16 Days of Activism to End Violence against Women (25th November – 10th December 2022)***

#### **i) Delhi**

Jagori organised an event titled 'Reaching out to DSLSA' on 6th December, 2022 at India International Centre Delhi. The objective was to strengthen the ecosystem of response in cases

of GBV by facilitating dialogue between various stakeholders. The panel of eminent lawyers and experts was moderated by Prof. Saumya Uma, Jindal Global Law School. There were 75 participants comprising survivors, counsellors, law professionals, research scholars, practitioners and representatives of the police, government departments and NGOs.

A Women's Safety Audit (WSA) was organised in Molarbund, Badarpur on 7th January 2023. Objective was to evaluate the women vendors' experience of safety or unsafety while commuting through the city to the marketplace, and the basic facilities that were available to them along the way. The audit team comprised of three women street vendors, one ASHA worker, one youth member, and the Jagori team. Based on this audit, 34 women street vendors signed and submitted a letter for a women's public toilet near the Bilaspur vegetable market, to the local legislator, Municipal Councillor and MCD Office. They were assured of a quick response.



*Safety audit undertaken on routes taken by women vegetable vendors as part of 16 days Campaign, Bilaspur Camp, Badarpur, December 2022*

## **ii) Haryana**

OSAMs were organised at three locations - at Bhorakalan on 15th November 2022, at Nanukalan on 22nd November 2022 and HaileyMandi on 26th November 2022 with the participation of over 560 persons as well as local leaders, government functionaries and police personnel.

On 29th November 2022, film screening and discussion was held with women and girls in Pataudi and Nanukalan on the issue of gender inequality and VAW . 45 women and seven girls participated.

On 2nd December 2022, a film screening and discussion on VAW was held with 24 Anganwadi workers from six areas of Pataudi.



*Women playing women's safety snakes and ladders during safety audit, Borakalan, Pataudi, Haryana, November 2022*

### **iii) Jharkhand**

A block level event on EVAW was held with 72 women leaders on 26 November 2022 at Forest Guest House, Sonua block, West Singhbhum, Jharkhand. The participants were from six Panchayats of Sonua Block including Bari, Devangir, Golmunda, Bhalurungi, Sonapose and Balijuri. Senior representatives of relevant Government departments, DLSA, JSLPS and NGO Pradan shared their perspectives about VAW and informed participants on specific programmes and schemes for violence redress and prevention in the villages.

Six Panchayat level events were facilitated by a PLV and DLSA representative, with 218 women including village heads and leaders, between 6th and 10th December 2022. The participants were from six Panchayats of Sonua Block including Bari, Devangir, Golmunda, Bhalurungi, Sonapose and Balijuri.

### ***Street Vendors Day (celebrated 20th January 2023)***

#### **i) Delhi**

Women street vendors of Bawana, Badarpur and Madanpur Khadar were honored with roses as they stood at their carts in the marketplace. The significance of the day was explained to them. Male vendors were also addressed, sensitising them to the specific concerns of their female counterparts. About 45 persons participated.

## ii) Jharkhand

Jagori celebrated Street Vendors' Day by meeting women street vendors on 20th January 2023 in Khadgarha Market in Ranchi. The team paid tribute to the vendors by presenting flowers and reassuring them of Jagori's commitment to stand by them in their struggle.

### *International Women's Day (8th March 2023)*

## i) Delhi

30 community women leaders from Bawana, Tajpur Pahadi, Badarpur and Madanpur Khadar along with the Jagori team participated in a joint observation by all Delhi women's groups, of International Women's Day (IWD). This was held on 10th March 2023. They chanted slogans and sang songs of solidarity and rights. Issues highlighted at the occasion included - rising VAW, food security, labour code, privatisation and old age/widow pensions among others.

IWD was also celebrated in solidarity with women vendors of Badarpur; 34 of them submitted a petition for a women's public toilet near the marketplace, to the local legislator and municipal councilor. In Madanpur Khadar, 36 working women came together, sang songs and slogans of solidarity, connection and collective power.



The Jagori team at IWD 2023

## ii) Haryana

On 23rd February 2023, 14 representatives of women and youth collectives from the six field areas participated in a joint celebration to commemorate IWD.

## iii) Jharkhand

Jagori, through its Consultant Purabi Paul and SMS celebrated International Women's Day in Balijuri Panchayat on 13th March 2023 in West Singhbhum. Women from nearby blocks Sonua, Bhalurungi, Golmunda, Bari, Devar and Balijuri along with the Panchayat members and Block Development officer (BDO) participated in this event. History of the women's day was discussed and cultural activities were performed. The highlight of the event was honouring of ten women who exemplified leadership and inspired other women in their villages through their life struggles.

On 13th March, Jagori co-organised the International Women's Day Celebration at Balijuri Panchayat, West Singhbhum in collaboration with Shram jeevi Mahila Samiti. About 150 women from adjacent blocks like Sonua, Balu Rangi, Golmunda, Baadi, and Dev Veer participated with full enthusiasm. In this program, Baaljodi Panchayat's Pradhan, BDO and member Panchayat also participated. Some women were awarded for their contribution to society.

## 'Step Out At Night'(25th March 2023)

On March 25th 2023, the MCD (Municipal Corporation of Delhi) in association with other partners like Safetipin and Raahgiri Foundation launched the Women "Step Out at Night" 2.0



Jagori at the Step Out at Night event organised by Raahgiri Foundation and Safetipin in Chandni Chowk, Delhi, March 2023



*Jagori's Chair Kalpana Viswanath with Director Jayashree Velankar and Jagori team members at the Step Out at Night event in Chandni Chowk, Delhi, March 2023*

campaign, which focused on promoting safe and inclusive spaces for women and girls across day and night. The event, which was held at Hardayal Library in Chandni Chowk, Delhi, from 4 to 7pm, was open to the public and more than 500 people participated, including many G-20 delegates. More than 35 members of Jagori from different communities took part in the event.

### **Material Production and Outreach**

During this period, 3680 copies of new publications were printed and 4134 copies of older publications were re-printed. 15, 497 copies were distributed amongst various stakeholders. 13,373 new users accessed Jagori's website ([jagori.org](http://jagori.org)) during this time period.

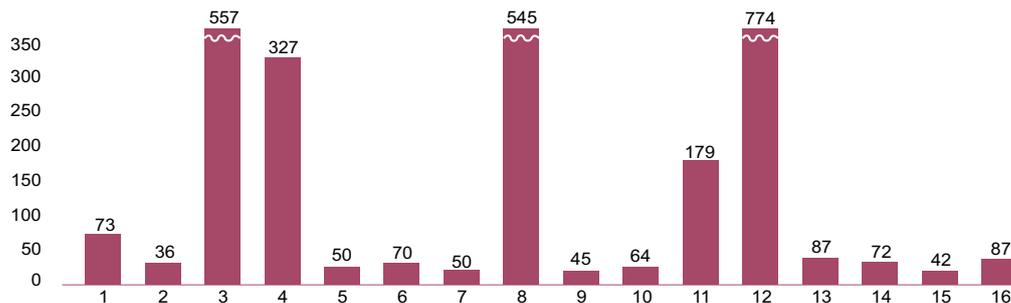
### **Dissemination of Material**

- Jagori planner 2023 was produced in English and Hindi titled "*Mahilaon ne haath jutaya, Panchayat ki badli kaaya*" (Village councils are transformed when women join hands). It covers important provisions of 73rd Constitutional Amendment Act, role of Gram Sabhas and Mahila Sabhas in ensuring women's effective participation in local governance, challenges faced by EWRs, budget provisions, a pictorial snake and ladder game depicting good practices and potential threats for EWRs. 1400 copies were printed and disseminated.

- A chapter from Jagori's English guidebook 'Easy ways to make public spaces safe and inclusive' was translated into Hindi in order to make it accessible for constituencies in peri-urban and rural areas in Jharkhand. It was titled "*Kya aap sarvjanik sthanon ko surakshit aur samaveshi banana chahte hain? Kuch aasaan tareeke*".
- Pamphlets /Parchas on two themes were produced in easy-to-understand Hindi: - The parcha titled as "*Hinsa Mukht Panchayat hai Surakshit Panchayat*" (Violence-free Panchayat is a Safe Panchayat) emphasises on different manifestations of VAW in a village setting and how Panchayats can respond to and prevent VAW. It lists out key parameters that can make a village or Panchayat gender-sensitive. 1100 copies of the parcha were printed and disseminated.
- The pamphlet "*Gram Sabha se pehle ho Mahila Sabha*" (Mahila Sabha should be organised before Gram Sabha) includes the concept of Mahila Sabha, importance of conducting Mahila Sabha before every Gram Sabha, the process of organising a Mahila Sabha, the issues that could be discussed in a Mahila Sabha and how to get these issues included in the GPDP. 25 copies of the parcha were printed and disseminated among the Core Group. Upon receiving the feedback, it will be finalised and disseminated widely.
- Jute bags have been an essential part of Jagori-Sangat materials disseminated to the participants and resource persons at all the courses, workshops, events and campaigns. production of 900 bags was undertaken during this period – including one on safe public spaces and one on EWRs in Panchayats.
- Seven new banners were produced with messages on women EWRs participation in Panchayats with the following slogans:
  - *Mahilaon ne haath jutaya, Panchayat ki badli kaaya* (Panchayats get/are strengthened when women come together/collectivise themselves)
  - *Nayi umang aur nayi tarang, Panchayat mein jab mahila pradhan hai sang* (When women Panchayat village council heads get together, a new hope and enthusiasm arises)
  - *Mahilaon ka hai ye naara, surakshit gaon hai hak humara* (Woman are raising their voice, Safe Village is our right).
- The books written by Kamla Bhasin – *Aao Mil jul Gaayein*, *Mard Mardaangi* and *Nariwaad* were reprinted.
- Some colorful ribbons with messages in Hindi and English were also reprinted – 'No to Love of Power, Yes to Power of Love' and 'Rise Resist Unite'

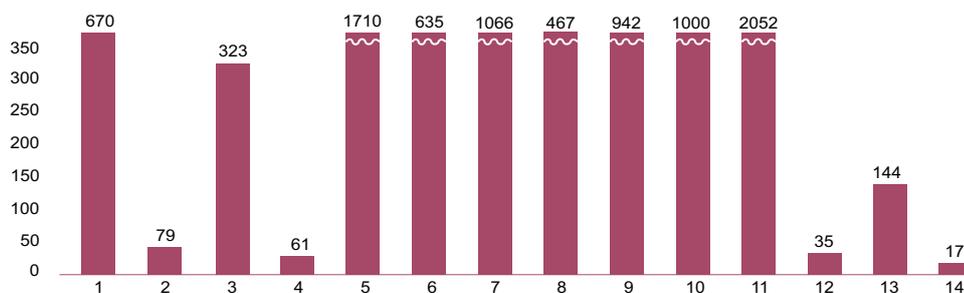
### PUBLICATION OUTREACH

Sl. No.	Publication	Qty. (Pcs)	Sl. No.	Publication	Qty. (Pcs)
1	Aao Miljul Gayen (Song Book)	73	9	Mard Mardangi Aur Mardwad	45
2	Ulti Sulti Mito	36	10	Nariwad Yeh Aakhir Hai Kya?	64
3	Kash! Mujhe Kisi Ne Bataya Hota!!	557	11	Pitrsatta Kya Hai?	179
4	Laughing Matter (Hindi)	327	12	What Is A Girl? What Is A Boy?	774
5	Chalo Khatron Ko Bardan Banayen	50	13	Understanding Gender	87
6	Hamari Betiyan Insaf Ki Talas Me	70	14	Exploring Masculinity	72
7	Jagori Song CD (MP3 Songs)	50	15	Feminism and Its Relevance in South Asia	42
8	Bhala Ye Gender Kya Hai?	545	16	What is Patriarchy	87



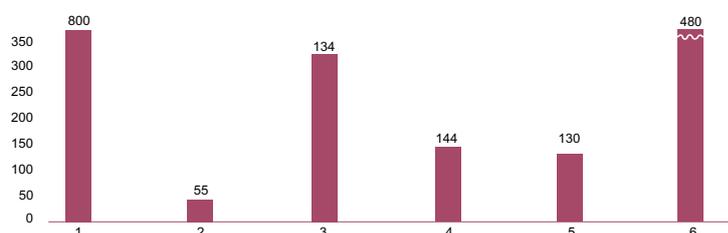
### PUBLICATION OUTREACH

Sl. No.	Publication	Qty. (Pcs)	Sl. No.	Publication	Qty. (Pcs)
1	Hinsa Se Preshan Ho?	670	8	Notebook (Safarnama)	467
2	Canves Bag (Be Fhikar Rahen, Hum Bhee Chahe)	79	9	Post Card (Hinsamukt Panchayat hai Surakshit Pan.)	942
3	Canves Bag (Mahilao Ne Hath Jutatya Panchayat ki Badli..)	323	10	Post Card, Ranchi (Sarvjanik Jagahon Per..)	1000
4	Canves Bag (Domestic Worker Hindi 4pcs & English 57pcs)	61	11	Post Card, Pataudi (Sarvjanik Jagahon Per..)	2052
5	Post Card (Mahila Hinsa Ki Roktham ke liye Jaroori Hai-)	1710	12	T-Shirt (Be Fhikar Rahen, Hum Bhee Chahe)	35
6	Parcha (Aage Bado Or Mahila Hinsa Ke Khilaf..)	635	13	Jagori T-Shirt (Back Side Text Jagori)	144
7	Planner 2023 (English 420pcs & Hindi 646pcs)	1066	14	Annual Report 2021-22	17



### PUBLICATION OUTREACH

Sl. No.	Publication	Qty. (Pcs)	Sl. No.	Publication	Qty. (Pcs)
1	Ribbon	800	4	Poster Girl Child	144
2	Sexual Harassment (Hindi 22 & English 112)	55	5	Cotton Jaipur Duppatta	130
3	Guidebook (kya aap Sarvjanik Sthano ko Surakshit aur Samaveshi Banana Chaahate Hain)	134	6	Hum Sabla (On key schemes by the Central and State Governments of Delhi, Haryana and Jharkhand 2021)	480



# 5

## SANGAT PROJECT

### **Capacity-Building**

Sangat instituted local language courses based on the strong need from women and men who do not know English but are keen to be part of Sangat's feminist courses. Through these courses in local languages, Sangat is able to cater to a much larger number of persons and reach grassroots level practitioners and organisations.

The 12th Hindi two-week regional course on "Gender, Human rights, Just Governance, Sustainable Development and Women's Empowerment" was held from 16th September 2022 to 30th September 2022, at Woodland Hospitality, Rakkar, Himachal Pradesh. These courses are intended for members of organisations, networks and movements based in the north Indian states or in Hindi/ Hindustani speaking regions, especially human rights and women's rights groups focusing on issues such as gender equality, equity and justice, peace and harmony, constitutional rights and sustainable development. The aim is to nurture a feminist perspective, build solidarities among participants and facilitate the development of common agendas and campaigns for sustainable change. 28 participants (3 men, 25 women) from diverse backgrounds and hailing from different states of India and working on issues such as Domestic Violence, Human Rights, and VAW and Girls, participated. Discussions and insights were comprehensive, deep and rich.

The 15th Tamil two-week regional course on "Gender, Governance, Sustainable Development and Women's Empowerment" was held from 12th December 2022 to 21st December 2022 at Madurai, with 24 women participants. The course aimed to contribute to a pool of feminist practitioners committed to working on gender, justice, poverty, sustainable development, peace, democracy and human rights for all. It was an effective dialogue, with sharing of experiences between women development practitioners on the one hand and trainers, media women and women's studies lecturers on the other.

## Campaign and Outreach

### **“Dhai Akshar Ishq ke” (Two and a half words of love)**

“Dhai Akshar Ishq ke” was organised on 16th April 2022 in the basement of Anand Lok, New Delhi – Kamla’s residence. She had envisioned this space bringing together and showcasing the work of spiritually engaged arts and culture connected to movements, with emphasis on feminist concerns. She saw this happening through workshops, retreats, song, dance, meditations, get togethers, and of course, fun.

Kamla Bhasin’s vision was launched with an evening of meditation, dance and music. The main performer was Shruthi Vishwanath who has been researching and singing the poems and songs of women in the Bhakti movement - radical seers who challenged patriarchy, social norms and institutionalised religion. There were also performances by Navtej Singh Johar and Anita Anand.

### **Beyond Borders - Feminist Film Festival 2022**

The feminist film festival Beyond Borders was launched on 30th November 2022, through an offline event to commemorate the South Asian Women’s Day in India, and in solidarity with the global 16 Days of Activism to end VAW . Initiated as an online event in 2020, the 3rd edition of Beyond Borders Feminist Film Festival went hybrid in 2022. Curated by Aanchal Kapur and film maker Reena Mohan, the festival was held from 1st to 5th December 2022 at the India Habitat Centre, New Delhi followed by an online edition that began on Human Rights Day (10th December) and continued up to 25th December 2022.



*Jagori’s Chair Kalpana Viswanath speaking at the Beyond Borders Film Festival at India Habitat Centre, Delhi, November 2022*

The 17 films screened at the India International Centre and the 39 films screened online at the festival promoted feminist thinking and action for equity, justice, peace and sustainability of people, places, and policies across countries. They sought to depict various manifestations of feminism - as a way of life, a perspective, an ideology, an action that makes the personal, political; a construct and practice that recognises the gendered and intersectional impact on people's lives in their natural and physical environment. The festival was attended by over 750 people, including students, community members, filmmakers, media persons, academics, bureaucrats, policy makers and general public. Film screenings were followed by a discussion with the filmmakers - on-site and via zoom - facilitated by Aanchal Kapur. Over 2400 people watched the films via this platform.

**Some comments from viewers:**

*"The films capture the feminist spirit. I got to learn a lot about the power of cinema through this festival."*

*"This festival has exposed me to a lot of films and themes. I could resonate with Ghar ka Pata as I am a Kashmiri too. I wish other people are able to watch this film too."*

*"The films were thought provoking. I felt that I was a part of the films screened. I felt connected."*

**Cultural event - Fana'a: Ranjha Revisited**

On 25th November 2022, as a curtain raiser to the global 16 Days of Activism to End VAW, a performance of the acclaimed piece - 'Fana'a: Ranjha Revisited' by renowned artists



Jagori's General Body member Pamela Philipose giving bandhani dupattas to Fana'a: Ranjha Revisited artists, Sai Auditorium, Delhi, November 2022

Navtej Johar, Dr. Madan Gopal Singh, and Elangovan Govindrajan was organised in Sai Auditorium, New Delhi. Rakul Rana and Pankaj Singh were the co-dancers. The evening was alight with dance, music and an appealing rendition of love performed to an audience of over 200 people.

Initially performed on stage in 2005, this rendition of Fana'a: Ranjha strung together a unique, poignant and skilful combination of the Tamil dance drama form and Punjab's Heer Ranjha, showcasing the multiplicity of love. The fusion of Carnatic music and folk music exemplified this union in art, with an intention for it to materialise in the politics of love and relationships.

The event was also streamed live on Facebook where 548 viewers from across the world were able to partake in the soulful evening. To participate in the celebration and express solidarity, General Body members of Jagori along with the staff members from different communities participated in the event. At the conclusion of the performance, Jagori's Director Jayashree Velankar thanked all those present. The artistes were felicitated with '*bandhani dupattas*' in a longstanding tradition of the organisation.



*Artists Navtej Johar and co-dancers performing Fana'a:Ranjha Revisited, Sai Auditorium, Delhi, November 2022*

# 6

## ENHANCED INSTITUTIONAL AND STAFF DEVELOPMENT CAPACITIES

### Jagori Retreat

A two-day retreat was organised from 10th to 12th February 2023 for all Jagori staff, at Patiala. Participants were encouraged to re-examine their understanding of power dynamics, gender and masculinities, and ways towards creating a more equitable and inclusive society. They also reflected on leadership and the importance of communication and negotiation skills. The retreat provided valuable insights into building effective relationships and achieving successful outcomes in both personal and professional settings, and offered the team an opportunity to enjoy some relaxed moments with recreational activities to recharge batteries.



*Resource Person Satish Kumar Singh conducting a session with the team at Jagori's retreat in Patiala, Punjab, February 2023*

## Learning Opportunities

Some members of Jagori were able to leverage different opportunities to enhance perspectives and skills most relevant and critical to their work.

### *Exposure visit of the Violence Intervention Team*

- A visit to the Dilaasa (meaning “to provide comfort”) crisis centre at VN Desai Hospital, Mumbai to observe the effective model of a VAW support centre in a public hospital set up, 15th September 2022
- A session on quantitative data management at the Center for Enquiry into Health and Allied Themes (CEHAT)– an eminent organisation known for its work on prevention of GBV – in Mumbai, Maharashtra. Their Director, Sangeeta Rege and four team members shared how they collected, validated, categorised, collated, interpreted and analysed case data, 15th September 2022.
- A session with Dr. Shubhangi Parkar- an expert psychiatrist from King Edward Memorial (KEM) Hospital, Mumbai - on dealing with challenges faced during psycho-social counselling and on mental health issues and illnesses of survivors. This session was also extremely beneficial for the VIT, who have been dealing with the challenge of increased incidences of violence, compounded by the pandemic in their own lives, 16th September 2022.



*Violence intervention team with Dilaasa Centre staff, Mumbai, Maharashtra, September 2022*

***Additionally, the Team Attended the Following Workshops/ Sessions by LCN:***

- An LCN review and planning meeting from 21st to 23rd April 2022 at Guwahati; co-organised with North East Network (NEN) Assam.
- A three-day Training of Trainers (TOT), aimed to pilot LCN's manual 'Gender Responsive Shelter homes: a Trainer's Manual', from 4th-6th August 2022, focusing on a survivor-centric and intersectional approach towards survivors of VAW. It was co-organised with Visthar in Bangalore.
- An online workshop on CEDAW co-organised with NEN Assam on 8th April 2022.
- Two sessions on gender and sexuality on 18th and 19th July 2022, co-organised with Nazariya.

An internal capacity building session was held on 1st June 2022 on the topic - "How to Write a Case Story" - for the Violence Intervention Team (VIT), capturing all the important milestones in a survivors' journey. It was facilitated by Jagori's Director, Jayashree Velankar.

***Webinars Attended:***

- 14th April 2022: WEIGO's webinar on "COVID-19 Crisis and the Informal Economy in Delhi: A Long Road to Recovery"
- 10th May 2022: C3 India's webinar on "Panchayat Leadership: Initiating Agenda for Localisation of SDGs in India"
- 12th May 2022: Webinar by VANI on form 10BD by CA S.Sahoo & Co.
- 16th May 2022: Taxmann webinar on Sec194-R
- 16th May 2022: Webinar by Income Tax Department on TDS Section 192
- 23rd June 2022: Webinar by Prabodhan on GST on NGOs
- 2nd August 2022: Webinar by FMSF on Social Stock Exchange- First Impression
- 10th August 2022: Webinar by VANI on "Social Media - A double edge sword, How can you safeguard your organisation"
- 21st January 2023: Citizen Forum India's webinar on "Understanding Sexual Harassment" with Dr. Anagha Sarpotdar
- 15th February 2023: The George Institutes Virtual Report Launch "Redressing the Balance: Using human rights to improve health for women everywhere"

### ***Swara Mountain Arts Festival***

Three members from Jagori’s community team and two members from Sangat attended the Swara Mountain Arts Festival – organised by Jagori Rural Charitable Trust, Himachal Pradesh in solidarity with the One Billion Rising Campaign. As a part of this festival, sessions on dance, music and art were intertwined creatively, along with open sessions to interact with local artists and communities. It included a space for all participants to perform. The festival ended on 1st June 2022, with a public performance by Mallika Sarabhai organised at Tibetan Institute of Performing Arts, McLeod Ganj, Himachal Pradesh.

### ***Data Storytelling Workshop***

Three members from Jagori attended a workshop organised by CRY India, on 1st and 2nd February 2023 in Kolkata, covering the fundamentals of effective data storytelling. Objective of the workshop was to extract insights, and stories from within datasets. The learning honed our skills in writing effective case stories.



*Jagori’s Chair Kalpana Viswanath championing safe public spaces for women and girls, Chandni Chowk, Delhi, March 2023*

## ACKNOWLEDGEMENTS

### THE TEAM

Amrita; Bhim; Deep Shikha; Hirawati; Jayalaxmi; Jayashree; Jushya; Kailash; Laxmi; Mahabir; Nidhi; Nourati; Poonam; Preeti; Richa; Rinky; Rishabh; Sachin; Sarita; Sadhana; Sapontara Shabeena; Shalini; Shruti; Sunita

### ADVISORS, CONSULTANTS AND RESOURCE PERSONS

Advisor: R.K. Sharda

Aanchal Kapoor; Aishwarya Ashok; Akanksha Kumari; Akanksha; Aakarsh Kamra ; Anagha Khot; Anita Das; Bala Sundari; Binny Yadav ; Bhim Raskar; Chandni Sai Ganesh; Dattatray Gurav; Devika Tulsiani; Divyaa Gupta Geetha Nambisan; Geetika Malhotra; Ishu; Khushboo Kumari; Madhurima Singh; Mannat Tipnis; Milind Chavan ; Mohan Rao; Navtej Singh Johar; Neeraj Kumar; Nidhi ; Purabi Paul; Prasanna Srinivasan; Rakhi Sehgal; Reena Mohan; Runu Chakraborty; Sabra; Satish Kumar Singh; Savita; Shakeel; Soutik Banarjee ; Sunita Thakur; Sushma Jaiswal; Tamil Moni; Tulsi; Vrinda Grover

### FELLOWS

Amit; Durgesh; Hitesh; Naushaba; Urmila

#### **Jagori acknowledges:**

- The women and youth from the communities in Jagori's field areas in Delhi, Bihar, Haryana, Jharkhand and Uttar Pradesh for their leadership, continuous engagement and commitment
- Survivors of violence for their faith, courage and resilience in the face of adversity
- Our partners from various government departments, NGOs, academic institutions, women's organisations and collectives, who have walked along with us
- The Jagori Board and Advisors who have been steadfast in their support and guidance

## **PARTNERS**

### **NATIONAL PARTNERS**

Akanksha Sewasadan, Bihar; Astitva, Uttar Pradesh; Bebak Collective, Maharashtra; Centre for Budget and Governance Accountability (CBGA); Centre for Enquiry Into Health and Allied Themes (CEHAT), Maharashtra; Committee of Resource Organisations for Literacy (CORO), Maharashtra; Darjeeling Mary Ward Social Centre, West Bengal; Disha, Uttar Pradesh; Ekta Resource Centre for Women, Tamil Nadu; Gramya Resource Centre for Women, Telangana; Humsafar, Uttar Pradesh; Initiative for What Works to Advance Women and Girls in the Economy (IWWAGE), Delhi; Jagori Rural Charitable Trust (JRCT), Himachal Pradesh; Mahila Rajsatta Andolan, Maharashtra; Mahila Kisan Adhikaar Manch (MAKAAM); Mahila Sarvangeen Utkarsh Mandal (MASUM), Pune; Majlis, Maharashtra; Ministry of Women and Child Development (MWCD); Nari Samta Manch, Maharashtra; National Commission for Women (NCW), Delhi; North East Network (NEN), Guwahati; One Future Collective, Maharashtra; Rajasthan Mahila Kamgar Union (RMKU); Society for Health Alternatives (SAHAJ), Gujarat; Sakhi, Bihar; Sangini, Madhya Pradesh; Sneha, Maharashtra; Swayam, West Bengal; The Alternate Space, Delhi and Jharkhand; The George Institute for Global Health (TGI); UN Women; Vanangana, Uttar Pradesh; Visthar Trust, Karnataka; Vimochana, Karnataka; Vishakha, Rajasthan; Vividha, Rajasthan

### **INTERNATIONAL PARTNERS**

CEDAW Working Group Indonesia (CWGI); International Centre for Research on Women (ICRW); Kenya Sex Workers' Alliance (KESWA), Kenya; Women's Legal Centre (WLC), South Africa

### **DELHI-NCR**

Action Aid India, Action India, Agrabami, All India Democratic Women's Association (AIDWA), All India Women's Conference (AIWC), Azad Foundation, Breakthrough, Can Support, CASP PLAN, Centre for Health and Social Justice (CHSJ), Centre for Equality and Inclusion (CEQUIN), Centre For Advocacy and Research (CFAR), Chetanalaya, Community for Social Change and Development (CSCD), Delhi Commission for Women (DCW), Delhi Gharelu Kamgar Sangathan (DGKS), Delhi State Legal Services Authority (DSLISA), Department of Women and Child Development Delhi (DWCD), Dist. Red Cross Society, Pataudi, Haryana, Empowerment for Rehabilitation Academic and Health (EFRAH), Focal City Delhi - Women in Informal Employment: Globalizing and Organizing (WIEGO), Freedom, Gyan Ganga, Impact and Policy Research Institute (IMPRI), Indo-Global Social Service Society (IGSSS), Khoj International Artists Association, Janpahal, Kriti Film Club, Multiple Action Research Group (MARG), Maitri, Martha Farrell Foundation (MFF), Navshrishti, Navjyoti India Foundation, Nazariya, Nikore Associates, Noble Cause, Nirantar, Partners in Law and Development (PLD), Prayatn, Human People to People India, Raahgiri Foundation, Read India, Safetipin, Sama, Satark Nagrik Sangathan, Seema Suraksha Bal (SSB), SEWA Delhi, Shakti Shalini, Shehri Mahila Kamgar Union (SMKU), Standing Together to Enable Peace (STEP) Trust, Social Design Collaborative, Special Police Unit for Women and Children (SPUWAC), Talking About

Reproductive and Sexual Health Issues (TARSHI), The Urban Catalysts, Voluntary Action Network India (VANI), Vikas Yuva Morcha, World Resources Institute (WRI)

## **JHARKHAND**

Association for Advocacy and Legal Initiatives (AALI) Trust, All India Women's Hawkers Federation (AIWHF), Asra, Badlao Foundation, Dhara, Ekjut, Gramodaya Chetna Kendra, Jharkhand State Livelihood Promotion Society (JSLPS), Karra Society, Lahanti, Manthan Yuva Sansthan, Multi Art Association, Prerana Bharati, Professional Assistance for Development Action (PRADAN), Sahyogi Mahila, Sarwo, Shramajivi Mahila Samity (SMS), Srijan Foundation, Vikas Sahyog Kendra, Yuva

## **NETWORKS AND FORUMS**

All India Dalit Mahila Adhikar Manch (AIDMAM), Aman Network; CHAYAN Network, Delhi Coordinated Group, Delhi E-Shram Network; Delhi Roji Roti Adhikar Abhiyan; Feminist Policy Collective; Helpline Network, Jan Swasthya Abhiyan; Kutch Mahila Vikas Sangathan; Lam-Lynti Chittara Neralu (LCN); Main Bhi Dilli (MBD) Campaign; Mahila Rajsatta Andolan; National Campaign on Dalit Human Rights (NCDHR); National Hawkers Federation (NHF); National Platform for Domestic Workers (NPDW); National Single Women Forum; Network for the Rights and Voices of Domestic Workers in Delhi-NCR, One Billion Rising Network (OBR); Pension Parishad; The Global Coalition on Inclusive and Safe Spaces and Cities for Women and Girls; Teesari Sarkar Abhiyan, The National Forum for Single Women's Rights; Wada Na Todo Abhiyan (WNTA); Working People's Coalition (WPC)

## **ACADEMIC INSTITUTIONS**

Ambedkar University, Delhi; Indian Association for Women's Studies (IAWS), Jindal Global Law School, Sonapat, Haryana; Ranchi University; Mt. Carmel College, Bangalore; Panjab University, Chandigarh; Punjabi University, Patiala; Sociology Department, University of Pune; Vinoba Bhawe University, Hazaribagh, Jharkhand, Jamia Milia Islamia, Delhi; Delhi School of Social Work, Delhi University

## **INTERNAL COMPLAINTS COMMITTEE**

All India Institute of Medical Sciences, Delhi (AIIMS); AIIMS-NCI, Jhajjar, Haryana; CHSJ, Delhi; Tribunal, Seema Suraksha Bal (SSB), Delhi

## **INSTITUTIONAL DONORS**

Aga Khan Foundation, Canada; Bread for the World-Protestant Development Service, Germany; CRY, America; ETASHA Society, India; International Women's Rights Action Watch Asia Pacific (IWRAP), Malaysia; Misereor, Germany; Global Fund for Women, USA; Oak Foundation, Switzerland

## BALANCE SHEET (CONSOLIDATED) AS ON MARCH 31, 2023

### JAGORI: NEW DELHI BALANCE SHEET AS AT MARCH 31, 2023

	Schedules	(In Rupees) As at MARCH 31, 2023
<b>Sources of Funds:</b>		
Corpus Fund	A	7,342,604.20
Assets Fund	B	4,292,071.00
Other Funds	C	24,872,816.88
Unutilized Grants (Carried forward to next year)	D	18,035,745.26
Statutory Liability	E	71,066.00
<b>TOTAL</b>		<b>54,614,303.34</b>
<b>Represented By :</b>		
Fixed Assets (At WDV)	F	4,292,071.00
<b>Current Assets, Advances and other Receivables</b>		
Current Assets	G	49,402,805.55
Advances and other Receivables	H	695,842.00
Grants Recoverable	D	223,584.79
<b>TOTAL</b>		<b>54,614,303.34</b>

Significant Accounting Policies and  
Notes to Accounts

K

The schedules A to K referred to above form an integral part of the Balance Sheet

For Aiyar & Co.  
Chartered Accountants  
Firm Registration No. 001174N

For JAGORI

(A.K.Batra)  
Partner  
M. No. 80169



*Kalpna Viswanath Basu*  
Kalpna Viswanath Basu  
Chairperson

*Manjari Dingwaney*  
Manjari Dingwaney  
Treasurer

*Jayashree Velankar*  
Jayashree Velankar  
Director

*Sachin Kochhar*  
Sachin Kochhar  
Head, Finance  
& Operations



Place : Gurugram  
Date 25 OCT 2023

# STATEMENT OF INCOME AND EXPENDITURE (CONSOLIDATED) FOR THE YEAR ENDED MARCH 31, 2023

## JAGORI: NEW DELHI STATEMENT OF INCOME AND EXPENDITURE FOR THE YEAR ENDED MARCH 31, 2023

	Schedules	(In Rupees) Year Ended MARCH 31, 2023
<b>INCOME</b>		
Grants receipt transferred to meet project expenditure	D	40,188,632.00
Other Income	H-1	2,697,875.92
<b>Total</b>		<b>42,886,507.92</b>
<b>EXPENDITURE</b>		
Project Expenditure	I	40,188,632.00
Other Expenses	J	1,410,494.80
Income Tax deducted at source	J-1	177,769.00
<b>Total</b>		<b>41,776,895.80</b>
<b>Surplus/(Deficit) carried to Balance Sheet</b>		<b>1,109,612.12</b>

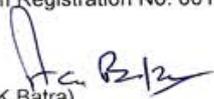
Significant Accounting Policies and  
Notes to Accounts

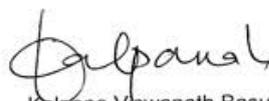
K

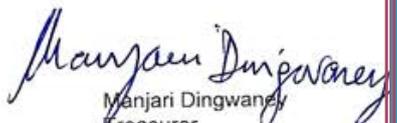
The schedules referred to above form an integral part of the Statement of Income and Expenditure

For Aiyar & Co.  
Chartered Accountants  
Firm Registration No. 001174N

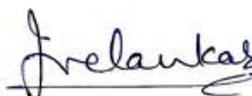
For JAGORI

  
(A.K. Batra)  
Partner  
M. No. 80169

  
Kalpana Viswanath Basu  
Chairperson

  
Manjari Dingwani  
Treasurer



  
Jayashree Velankar  
Director

  
Sachin Kochhar  
Head- Finance  
& Operations

Place : Gurugram  
Date: 5 OCT 2023

Place : New Delhi



### **Jagori Executive Committee Members**

Kalpana Viswanath (Chairperson)	Nandita Gandhi
Manjima Bhattacharjya (Secretary)	Pamela Philipose
Manjari Dingwaney (Treasurer)	Renu Addlakha
Jogendra Singh Panghaal	Jayashree Velankar (Ex officio)

### **Jagori General Body Members**

Abha Bhaiya	Manjima Bhattacharjya
Enakshi Ganguly Thakral	Martin Macwan
Jayawati Shrivastava	Nandita Gandhi
Jogendra Singh Panghaal	Pamela Philipose
Kalpana Viswanath	Renu Addlakha
Manak Matiyani	Suneeta Dhar
Manjari Dingwaney	

### **Jagori Founder Members**

Abha Bhaiya	Manjari Dingwaney
Gouri Choudhury	Runu Chakraborty
Jogendra Singh Panghaal	Sheba Chhachhi
Kamla Bhasin	

#### **Legal Registration details:**

Type of Registration: SOCIETIES REGISTRATION ACT XXI of 1860

Date of Registration: 05-10-1989

Registration Number: S-20427

Income Tax registration (12A): Unique Registration No. AAATJ0303ME19896

Income Tax registration (80G): Unique Registration No. AAATJ0303MF20090

PAN Number: AAATJ0303M

FCRA Number: 231650137

Ministry of Corporate Affairs, Registrar of Companies for undertaking CSR activities:  
Registration No. CSR00005889

## ACRONYMS

AALI	Association for Advocacy and Lega+B3:B70l Initiatives Trust
AIDMAM	All India Dalit Mahila Adhikar Manch
AIDWA	All India Democratic Women's Association
AIWC	All India Women's Conference
AIWHF	All India Women's Hawker Federation
AKF	Aga Khan Foundation
ASHA	Accredited Social Health Activist
AWW	Aanganwadi Workers
BDO	Block Development Officer
BMC	Brihanmumbai Municipal Corporation
CBGA	Centre for Budget and Governance Accountability
CDPO	Child Development Project Officers
CEDAW	Committee on the Elimination of Discrimination against Women
CEHAT	Center for Enquiry into Health and Allied Themes
CEQUIN	Centre for Equality and Inclusion CSO- Civil Society Organisation
CFAR	Centre For Advocacy and Research
CHSJ	Centre for Health and Social Justice
CLF	Community Level Federation
CMGGA	Chief Minister's Good Governance Associates
CORO	Committee of Resource Organisations for Literacy
CRY India	Child Rights and You, India
CSCD	Community for Social Change and Development
CWC	Child Welfare Committee
CWGI	CEDAW Working Group Indonesia
C3 India	Centre for Catalyzing Change, India
DCPO	District Child Protection Officer
DCPU	District Child Protection Unit
DGKS	Delhi Gharelu Kamgar Sangathan
DIR	Direct Information Report
DLSA	District Legal Services Authority
DSLSA	Delhi State Legal Services Authority
DV	Domestic Violence
DUSIB	Delhi Urban Shelter Improvement Board
DWCD	Department of Women and Child Development
EFRAH	Empowerment for Rehabilitation Academic and Health
EVAW	End Violence Against Women
EWR	Elected Women Representatives
EWS	Economically Weaker Sections
FGD	Focus Group Discussion
FMSF	Financial Management Service Foundation
FPC	Feminist Policy Collective
GBV	Gender-Based Violence

GDPD	Gram Panchayat Development Plan
GRB	Gender Responsive Budgeting
HCP	Health Care Professional
HRLN	Human Rights Law Network
IAWS	Indian Association for Women's Studies
ICDS	Integrated Child Development Services
ICRW	International Centre for Research on Women
IGSSS	Indo Global Social Service Society
IMPRI	Impact and Policy Research Institute
IWD	International Women's Day
IWRAW-AP	International Women's Rights Action Watch Asia-Pacific
IWWAGE	Initiative for What Works to Advance Women and Girls in the Economy
JRCT	Jagori Rural Charitable Trust
JSLPS	Jharkhand State Livelihood Promotion Society
KESWA	Kenya Sex Workers Association
KII	Key Informant Interviews
KYC	Know Your Customer
LC	Local Committee
LCN	Lam-lynti Chittara Neralu
LS	Lady Supervisors
MARG	Multiple Action Research Group
MAKAAM	Mahila Kisan Adhikaar Manch
MASUM	Mahila Sarvangeen Utkarsh Mandal
MBD Campaign	Mai Bhi Dilli Campaign
MCD	Municipal Corporation of Delhi
MFF	Martha Farrell Foundation
MGNREGS/ MGNREGA	Mahatma Gandhi National Rural Employment Guarantee Scheme/ Act
MLA	Member of Legislative Assembly
MoPR	Ministry of Panchayati Raj
MSP	Mahila Suraksha in Panchayats
MWCD	Ministry of Women of Women and Child Development
NCDHR	National Campaign on Dalit Human Rights
NCW	National Commission for Women
NDA	National Democratic Alliance
NEN	North East Network
NHF	National Hawkers Federation
NHRC	National Human Rights Commission
NPDW	National Platform for Domestic Workers
NULM	National Urban Livelihood Mission
OBR	One Billion Rising Network
OSAM	Open Street Audit Mapping
OSC	One Step Centre
OSD	Officer on Special Duty

PCR	Police Control Room
PGN	Practical Gender Need
PLD	Partners for Law in Development
PLV	Panchayat Level Volunteer
POSH Act 2013	Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
PPC	People's Plan Campaign
PRADAN	Professional Assistance for Development Action
PRI	Panchayat Raj Institutions
PWDV	Protection of Women from Domestic Violence Act (PWDVA) 2005
RMKU	Rajasthan Mahila Kamgar Union
SAHAJ	Society for Health Alternatives
SDG	Sustainable Development Goal
SEWA	Self-Employed Women's Association
SGN	Strategic Gender Need
SHG	Self-Help Groups
SIRD	State Institute of Rural Development
SMKU	Shehri Mahila Kamgar Union
SMS	Shramajivi Mahila Samiti
SNEHA	Society for Nutrition, Education, and Health
SOP	Standard Operating Procedure
SPUWAC	Special Police Unit for Women and Children
SSB	Seema Suraksha Bal
STEP	Standing Together to Enable Peace
TARSHI	Talking About Reproductive and Sexual Health Issues
TDS	Tax Deducted at Source
TGI	The George Institute
TNA	Training Needs Assessment
TOT	Training of Trainers
UN	United Nations
UNFPA	United Nations Population Fund
VANI	Voluntary Action Network India
VAW	Violence Against Women
VIT	Violence Intervention Team
WCDPO	Project Officer, Department of Women and Child Development
WDW	Women Domestic Worker
WEIGO	Women in Informal Employment: Globalizing and Organizing
WLC	Women's Legal Centre
WNTA	Wada Na Todo Abhiyan
WPC	Working People's Coalition
WRI	World Resources Institute
WSA	Women's Safety Audit
WUF	World Urban Forum



Women's Training  
Documentation and  
Communication Centre

B114, Shivalik, Malviya Nagar, New Delhi 110017

Tel: 011 4161 8709, 2669 1219/20 Telefax: 011 2669 1221

Helpline: 011 4142 7460, 2669 2700, 88009 96640 (9.30am - 5.30pm, Mon - Fri)

Email: [jagori@jagori.org](mailto:jagori@jagori.org)

Website: [www.jagori.org](http://www.jagori.org); [www.safedelhi.in](http://www.safedelhi.in); [www.livingfeminisms.org](http://www.livingfeminisms.org)

# annual report 2022-23

JAGORI (Awaken, Women) has, over the last three decades and more, built on the early work by its founding members highlighting issues of violence against women, in particular around domestic violence, dowry murders, custodial rape and other forms of violence, at a time when these issues were shrouded in utmost silence. An active participant in the women's movement, JAGORI is guided by its vision of contributing to a collective process of building a just society through feminist values.