

feminist research studies

supporting women to challenge
violence and negotiate equality

**perspective and capacity development on feminist
principles and strategies
supporting women's leadership and agency**

advancing feminist knowledge on
rights of marginalised women and
communities **feminist resource centre**

accompanying women's groups in
their journeys for equality and justice

JAGORI



strengthening organisational policies and
communication processes

alliance building and
networking

annual report 2014-15

leading by example



JAGORI

1. Vision

Contribute to a collective process of building a just society through feminist values.

2. Mission

To deepen feminist consciousness and support women's rights together with a wide range of partners and women leaders from marginalised urban and rural areas.

3. Strategies

- Building feminist knowledge resources
- Perspective and leadership development on women's rights and safety
- Services to survivors of violence
- Alliance building and collective action on women's rights

* Jagori revised its vision, mission and strategies during a strategy building workshop in February 2015.

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Overview

Each year as we come together to prepare Jagori's Annual Report, the exercise presents an opportunity for retrospection. For us, such a review is not limited to the milestones or speed breakers the organisation encountered during the last twelve months. It is also a moment for us and our co-travellers to collectively reflect upon the bigger picture vis-à-vis women's rights as human rights.

The year 2014-2015 saw Jagori running on track to protect and promote women's rights. As the details in subsequent pages will show, our spectrum of research, analyses, support services for survivors of violence, consciousness-raising among diverse publics, campaigning, trainings, mobilizing for entitlements of the marginalised and so on continues to build up and grow.

Our collaborations for better access to entitlements and livelihoods, and strengthening women's leadership and voice have paid dividends, especially for rural and tribal women in eight districts in four of the poorest States of India as also five low-income colonies in south and north-west Delhi. Simultaneously, the group of dedicated feminists and thematic experts that constitute Jagori's resource team have helped expand its reach to 27 districts across seven States. Among our other field projects that are collaborative works with other non-government stakeholders is a research study on women's safety in the public spaces of Jharkhand. Since prevention of violence against women is of crucial importance, the study hopes to draw upon first-hand knowledge about and evaluation of individual/collective behaviour and factors that impact women's safety in two cities of Jharkhand.

Campaigns were the high points of the year: from celebrating solidarities with over 40 organisations/collectives and over 1,000 women on International Women's Day to raising our voices in unison against VAW (violence against women) through One Billion Rising, 16 Days of Activism against Gender-based Violence and the Global Anti-Street Sexual Harassment Week. It was inspiring to see women and youth take the lead in awareness-raising events or have a school-boy take time off to organise a fund-raising run for the safety of girls and women.

Winning the Roland Berger Award for Human Dignity (2012-13) enabled us to expand our healing space and initiate protocols for a multi-layered approach towards women survivors of violence. Having crossed 30 years of existence, Jagori is also building an online archival museum as its contribution to the larger body of archives of the autonomous Indian women's movement.

Individuals and organisations who have sought our services include an ever-wider range: from State bodies and the private sector to religious communities. Many organisations have invited us to support their respective sexual harassment committees. Thanks to the experience we have had with women's safety in the city, Jagori has been sought by the Delhi Transport Corporation to conduct safety audits in several of its bus terminals, besides continuing gender-sensitization trainings for its employees. Jagori continues to work in tandem with Jagori Grameen, its sister organisation that is active in Rakkar (Dharamsala, Himachal Pradesh) on issues of livelihood, violence against women, rights and empowerment, among others, and to host the Sangat network for gender and development.

In the larger frame, pro-women legislation and legal amendments were followed by a budgetary cut in allocation for women's issues. The central budget for 2015-16 saw a 19% cut in the overall allocation towards women, along with a cut in the overall spending on social schemes such as the National Rural Livelihoods Mission and the Integrated Child Development Scheme. On the other hand, the current focus towards gadgets and technology (GPS and CCTVs) may help deter crime against women but only to a limited extent. Till the larger cultures of violence against women are addressed and basic public amenities made available and accessible, discrimination and violence against women will find social sanction.

Our strategy is therefore directed towards building infrastructure, demanding rights and running sensitization and consciousness-raising programmes across sections of the public as well as stakeholders. None of this would be possible without the solidarities of all our supporters. Many thanks!

STRATEGY 1: FEMINIST RESEARCH AND KNOWLEDGE BUILDING

Ever since its inception in the eighties, Jagori's Resource Centre has been a hub of feminist thought, research and knowledge production. Besides a library that attracts students, researchers, activists and scholars among others, it has established its presence in Delhi's far-flung resettlement colonies to ensure that knowledge about policies and entitlements is widely and easily accessible. The Resource Centre continues to actively contribute to feminist deliberations (both online and offline) and the creation of a feminist archive that chronicles milestones and debates of Jagori and the autonomous Indian women's movement.

A. Research study: women's safety in public spaces of Jharkhand

In October 2014, Jagori in partnership with Oak Foundation and the urban network in Jharkhand, initiated a research study titled 'Developing a Framework for Safe and Gender-Inclusive Public Spaces in Jharkhand'. After much deliberation, it was decided that the study will concentrate on the cities of Ranchi and Hazaribagh, thus extending attention from city-centric to the peri-urban scapes of violence against women. It aims to leverage relevant experience and lessons of organisations working on women's safety so as to develop a holistic strategy for strengthening existing rights and safety initiatives for women in Jharkhand.

Its focus is on the collection of three primary sources of (quantitative and qualitative) data: a household survey, focus group discussions along with safety audits and key informant interviews. The study also involves mapping the availability of and access to services vis-à-vis women's safety in public spaces.

The research design has been through reviews including by an ethics committee and external experts. The household survey has been completed in partnership with New Concept Information Systems.

B. Research study: Assessing Institutional Mechanisms and Budgetary Resources to Address Violence against Women in Delhi

In January 2015, a joint research study was initiated by Jagori and CBGA (Centre for Budget and Governance and Accountability) to examine the extent to which women's safety issues are blended with urban development vis-à-vis prevention of and response to violence against women. Specifically, the research will assess the priority accorded to women's safety in the National Capital Territory of Delhi. An Advisory Committee was constituted by CBGA for this study.

C. Jagori and Safetipin , a mobile application that shares and validates data on women's safety services, collaborated to conduct a gender gap analyses of public and social infrastructure in Badarpur. The initiative examined women's safety in and around the area through various aspects such as infrastructure, transportation, the role of police, the feeling of safety and so on. Safety audits were conducted using the Safetipin mobile application for the following routes:

- 1) Mathura Road–Mohan Cooperative Industrial Estate
- 2) Mathura Road–Molarband Extension
- 3) Kalindi Kunj–Mithapur Road
- 4) Jaitpur Road–Tajpur Pahadi

Auditors pinned a total of 412 safety observations on to select routes. Of these, 299 related to the safety audit, 70 to hazard, 19 to harassment, 21 to places and three to the feeling of safety or danger.

In response to this safety audit, local women claimed their right to leisure and space in the community park; they also realized the need to strengthen their collective.



D. Resource Centre: Services offered

Through its resource centre in Malviya Nagar and community resource centres in Madanpur Khadar and Bawana, Jagori engages with local communities through a range of activities and events.

Some highlights from the Malviya Nagar Community Resource Centre:

- 520 visitors were received during the period.
- 38 books and approximately 164 films were acquired (137 films were contributed by the International Association of Women in Radio and Television); Jagori's film trilogy on the theme of women's safety was launched; and nine VHS (Video Home System) films were recovered from the archives.
- Three study circles and nine orientation sessions were organised (on Violence against Women and Jagori) for over 218 participants. Three 'Learning Circles' were conducted, to update the community team, field staff and fellows on current debates of direct relevance.
- 765 select news articles were shared via monthly issue-based bulletins and daily news highlights.
- 32 reading lists and five referral lists were provided (on request) on issues such as livelihood, development, governance, sexual harassment at workplace, Uniform Civil Code, dowry etc.





- About 200 useful books were sent to five organizations in Delhi, Himachal Pradesh, Pune and Bhubaneshwar.

At the community resource centres of Bawana and Madanpur Khadar:

- 524 books were borrowed by youth and women members, including from our jhola or mobile libraries.
- 12 film screenings were organised in the community; 23 screenings at trainings, feminist counselling workshops and support group meetings; 72 films were borrowed by Jagori members.
- 105 copies of wall magazines (on issues of youth, technology and employment) were created and disseminated by 28 girls and 19 boys, in eight blocks of Madanpur Khadar.
- Community members received regular updates on recent government schemes and the 'Womanifesto' (the women's manifesto), prior to the national election.

E. Material production and dissemination

- 37,175 books and posters were produced and/or purchased during this period.
- About 53,553 units of material were disseminated among grassroots communities, development workers, students, academics, trainers and service providers.
- Book stalls were set up at seven events, thus reaching out to over 2,700 visitors.
- Jagori's productions during the year include:
 - » Notebook 2015; its theme focused on three decades of Jagori's struggles towards women's rights (1,000 copies).
 - » *Hinsa Mitayen, Pyar Phailayen* (Eliminate Violence,



Spread Love), a CD with 14 songs on ending violence against women, involving men and boys in the movement for gender justice, and the ongoing One Billion Rising campaign; it was launched at the MenEngage Conference in November 2014.

- » An annual info-pack on the theme of 'rural women in India' for grassroots-level workers, development practitioners, community mobilizers and others engaged with rural women's issues; it covered subjects such as government schemes, policy updates and announcements, relevant Acts (such as Land Acquisition Rehabilitation and Resettlement Act, 2013), and so on.
- » An information dossier on the Uniform Civil Code that was produced and shared on a feminist list serve and used by resource persons in Mumbai and Delhi.
- » Two issues of the Hindi journal *Hum Sabla* (3,000 copies each) on (a) dimensions of justice and (b) women artists (see: http://jagori.org/wp-content/uploads/2012/04/Hum-Sabla_Jan-June-2014.pdf and http://jagori.org/wp-content/uploads/2012/04/Hum-Sabla_July-Dec-2014.pdf).
- » Four issues of *DekhiSuni* (700 copies each) comprising a compilation of newspaper articles on:
 - Women's participation in the general elections, 'Womanifesto', women from the North East and scheduled tribes, and budget and essential services (issue 29: <http://jagori.org/wp-content/uploads/2014/>);
 - Women's empowerment, historic laws, Dalit women's rights, and sanitation and safety (issue 30: <http://jagori.org/wp-content/uploads/2014/09/Dekhi-Suni-issue-30-for-Website-.pdf>);
 - Gender, sexual and legal aspects of violence against women including sexual harassment at workplace laws, women's safety and justice, inequality in marriage, access to toilets and the

Juvenile Justice act (issue 31: <http://www.jagori.org/sites/default/files/publication/Dekhi-Suni-31-for-Website-.pdf>);

- Violence against women, women's safety, health and a feminist analysis of government schemes and announcements related to essential services (issue 32: <http://www.jagori.org/sites/default/files/publication/Dekhi%20Suni%20issue%2032%20%28for%20Website%29.pdf>).
- » A reader for the Gender Basic Course in Hindi (50 copies) and an e-reader for trainings with Pradan and others.
- » Annual report 2013-2014 (see: <http://jagori.org/wp-content/uploads/2012/04/AR-15-10-2014-High-R-22-10-2014-.pdf>)

F. Media outreach

Two articles by Anubha from Jagori were published on Kafila ('Women have been branded - Liars!'; <http://kafila.org/2014/07/24/women-have-been-branded-liars/> and 'Strength of a Woman'; <http://kafila.org/2014/08/26/strength-of-a-woman-surabhi-shukla-and-anubha-singh>).

Jagori featured in 79 articles in mainstream newspapers; Jagori's work on Safe Cities was referred to in two articles published on URB.im, a site on inclusive cities that connects practitioners from 23 cities across the globe.

Jagori's staff was also interviewed by the print media and radio channels; they participated in several national and international panel discussions on television such as:

- <http://www.ndtv.com/video/player/agenda/post-uber-travel-in-the-city/350717>
- <http://www.ibnlive.com/videos/full/india/delhi-demands-women-are-referred-as-mothers-daughters-but-not-citizens-says-sheila-dikshit-734431.html>

- <http://webtv.un.org/watch/civil-society-in-post-2015-un-women-fge-call-for-proposals-csw59-side-event/4117095611001>
- CNN_IBN program (15 December 2015)
- NDTV program (30 December 2015)
- CNN -IBN program (30 December 2015)
- UN Radio New York:
http://www.unmultimedia.org/radio/english/2015/04/silence-broken-over-violence-against-women-in-india/index.html#.V5aQx_nF9Q0

In tandem with Women's Feature Service, Jagori published three articles for dissemination in mainstream and alternative media, both print and online. The articles focused on the use of mobile technology towards women's safety; youth engagement for collective action and on the One Billion Rising (2015) campaign respectively.

Jagori contributed a lead article for the special edition of 'News Reach', PRADAN's periodical. The article ('The PRADAN-Jagori Collaboration for Gender Equality') focused on the impact that the approach of gender equality has had on grassroots women. It also shared the process of collaboration between Jagori and PRADAN and its theory of change.

G. Online resources

- Development of two new, online resources:
 - » www.livingfeminisms.org: an online archival museum that aims to preserve the tangible and intangible resources and memories of Jagori's over thirty years of history along with the backdrop of the autonomous Indian women's movement.
 - » www.law.jagori.org: a bilingual resource (Hindi and English) for simple dissemination of legal information related to violence against women.

- Web-o-Pac, a resources' reference and referral online catalogue; on an average, about 50 users (mostly from India) are seen to use it.
- Jagori's Facebook page is viewed about 6,000-7,000 times per week by its 2,100 individual members and 1,800 group members.
- Jagori's website (www.jagori.org) registered 11,672 unique visitors per month, and its Safe Delhi campaign website (www.safedelhi.in) has registered 7,068 unique visitors per month; Jagori's Google group (jagori_womenresourcentre) started with 117 members at the beginning of this reporting period but now updates 1,000 members with latest news and feminist debates.

H. Internships and fellowships

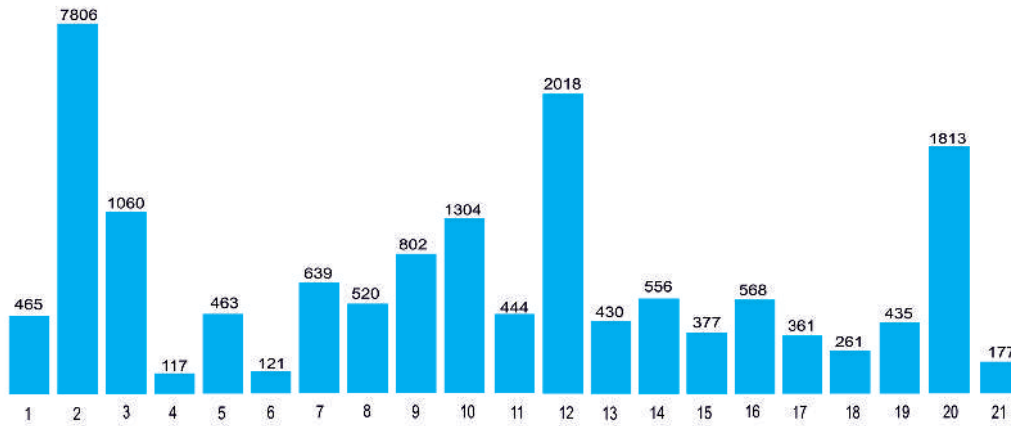
Ten fellows and 13 interns were mentored during this period. Among these was an America India Foundation fellow who stayed for ten months and another from Indiana University who spent one month at Jagori. A research scholar from Johns Hopkins University worked with Jagori in tandem with her ongoing research on domestic violence.

I. Publications outreach

Since Jagori also works on the ground with disadvantaged communities, it continues to use tangible material such as posters, booklets, journals and so on to share its ideas and work. The following presents detailed information on the number of materials and publications distributed.

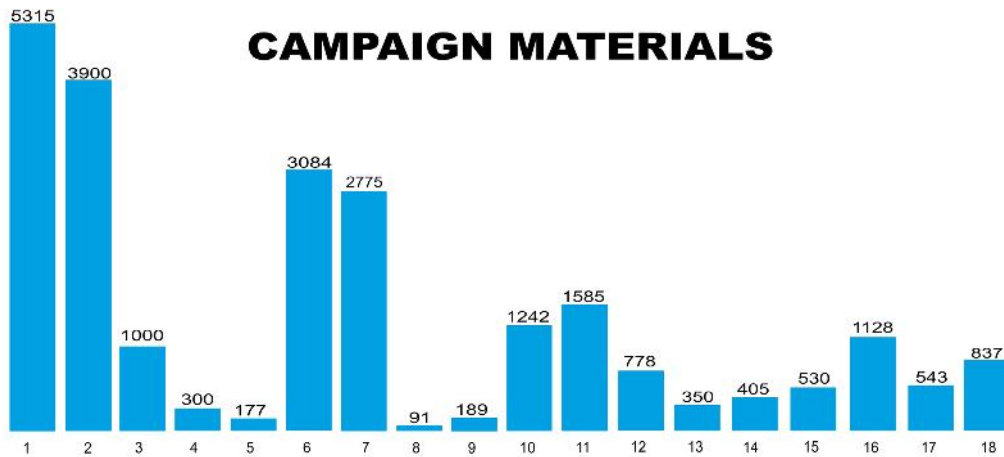


PUBLICATIONS OUTREACH (2014-15)



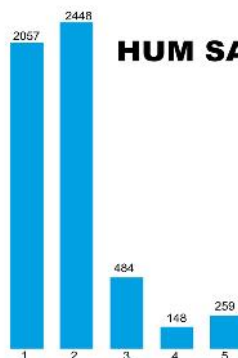
S. No.	PUBLICATIONS	Qty. (Pcs)	S. No.	PUBLICATIONS	Qty. (Pcs)
1.	Aao Mijul Gayen	465	12.	What Is A Girl? What Is A Boy?	2018
2.	Dhammak Dham	7806	13.	What is Patriarchy?	430
3.	Ulti Sulti Meeto	1060	14.	Understanding Gender	556
4.	Jagori Songs CD	117	15.	Feminism And Its Relevance In South Asia	377
5.	Kash! Mujhe Kisi Ne Bataya Hota!!	463	16.	Exploring Masculinity	568
6.	Hasna To Sangharshon Mein Bhi Zaroori Hai	121	17.	IF ONLY someone had broken the silence!	361
7.	Mard Mardangi Aur Mardwad	639	18.	Laughing Matters	261
8.	Nariwad Yeh Aakhir Hai Kya?	520	19.	Hamari Betiyan Insaf Ki Talash Mein	435
9.	Pitsatta Kya Hai?	802	20.	Dhammak Dham (English)	1813
10.	Bhala Ye Gender Kya Hai?	1304	21.	Song CD (Aao Mijul Gayen)	177
11.	Chalo Khatron Ko Vardan Banayen	444			

CAMPAIGN MATERIALS



S. No.	PUBLICATIONS	Qty. (Pcs)	S. No.	PUBLICATIONS	Qty. (Pcs)
1.	Helpline booklet	5315	10.	Girl Child poster (9 piece set)	1242
2.	Dhammak Dhamm (Post Cards 5 pieces set)	3900	11.	Literacy poster (4 piece Set)	1585
3.	Song CD (Masculinity)	1000	12.	Violence poster (4 piece Set)	778
4.	WFS articles (2014-15)	300	13.	Domestic Violence Act poster	350
5.	Notebook 2015-16	177	14.	F.I.R. poster	405
6.	Sexual Harassment Tips (English)	3084	15.	Zinda Mat Raho poster	530
7.	Sexual Harassment Tips (Hindi)	2775	16.	Aurat Aur Kaam poster	1128
8.	Infopack (schemes and policies)	91	17.	One + One poster	543
9.	Domestic Worker Poster (English)	189	18.	Dream poster	837

HUM SABLA



S. No.	PUBLICATIONS	Qty. (Pcs)
1.	Hum Sabla (Dimensions of Justice, Jan. to June 2014)	2057
2.	Hum Sabla (Women Artists, July to Dec. 2014)	2448
3.	Hum Sabla (Sexual Violence Against Women and Children, Jan. to Sep. 2013)	484
4.	Hum Sabla (Kishoriyan Aur Kishurawastha, Jan. to Jun. 2012)	148
5.	Hum Sabla (Kanoon Hak Insaf, Jul. to Dec. 2012)	259

STRATEGY 2: SUPPORTING WOMEN'S LEADERSHIP AND AGENCY

With a facilitating hand from Jagori, community leaders and collectives in five low-income neighbourhoods of Delhi (Badarpur, Bawana, Madanpur Khadar, Malviya Nagar and Molarband) have grown towards independent and bigger roles. Comprehending citizens' rights and obligations, communicating with State authorities vis-à-vis essential services and seeking redressal have taken deeper roots in their lives. This year, Jagori advanced its work on community ownership and engagement via 'safety chaupal', a concept built around the use of 'Safetipin'.

14 collectives comprising women, youth, female domestic and factory workers are actively engaged within their communities. During the year, they underwent capacity-enhancement trainings to recognise their rights as equal citizens and strengthen women's agency as human rights' defenders. Ten community fellows and an intern support this work in the community. Women and youth collectives reached out to more than 18,000 community members through campaigns and interactive sessions.



Mumtaz, 22 years

I am physically disabled. I contracted Polio as a child and since then, lost the use of one of my legs. Six of my elder sisters have been married off and my older brother has set up a different home after his marriage.

Earlier we lived in Yamuna Pushta where I used to study in class five. Since the last decade, we have been living in the jhuggi jhopdi cluster of Bawana. After we were resettled here, my father fell seriously ill and the family became indebted. Despite a long treatment, he could never recover till he passed away two years back. Despite the disability, I am excluded from different schemes run by the government. So, to contribute to the family's earnings, I decided to work. Initially, I was refused by many employers because of my condition but finally I could find work.

At the factory where I am employed, I sift through plastic pellets for which I am paid Rupees six thousand a month. Like other men in the factory, I too operate a machine but the men are paid Rupees 8,000. I have raised this issue with my employers many a times, but they argue that men work more than women and therefore women cannot be paid as much as them.

I have to walk two kilometres to work everyday; this is very difficult. Then, there are boys who tease, chase and sometimes pull my dupatta away. If I complain to the police, they do nothing about it and instead lecture me. I have also to work overtime till late in the night. I feel scared walking alone in the dark so I try to be with a group.

A. Engagement with women

- The women-run Nigrani Samiti (monitoring committee) supported by Jagori in Bawana submitted 229 administrative queries. This was done via weekly clinics that were held to offer assistance for cases related to access to public distribution system and other essential services. The queries were often about voter identity cards, pension, bank forms, police complaints, accessing the public distribution system (ration), securing school admissions, scholarships, RTI (Right to Information) and so on.
- 48 RTI queries were filed by women to seek information from key service providers, including the Delhi Development Authority, Delhi Police, Delhi Jal Board, etc.

B. Engaging stakeholders

- A round-table discussion was organised to share key findings and recommendations from the scoping study conducted in seven new blocks of Bawana. Around 50 women and youth members from Bawana as well as representatives from other urban service groups from Delhi participated. The study's report has been widely disseminated, while its findings and recommendations are being used to prepare community interventions and key strategies for future actions.
- Jagori worked with local stakeholders including community alliances, NGOs and citizens forums to engender their work. These include sessions with organisations like Casp Plan (Delhi), Tara Samuday Centre, Child Service International, Navjyoti Foundation, EFRAH (Empowerment for Rehabilitation, Academic & Health) and several others.
- Community collectives led a process of advocacy with local stakeholders (community members, elected representatives and the local police, among others). As a result, four police officers were deputed at key transit points for regular patrolling, including on motorbikes. The police assured progress on the installation of CCTV cameras at liquor shops in the neighbourhood, in accordance with a notice by the

High Court of Delhi. The local MLA proposed two public toilets near the Badarpur Metro station for women and people with disabilities, and asked for a report of non-functional street lights.

C. Engaging with youth

- A two-day residential workshop on community radio programmes' production and programming was organised with youth from Bawana. An exposure visit was also organised to Apna Radio, 96.9 FM, the community radio station run by Indian Institute of Mass Communication, New Delhi. Three radio programmes were narrowcast on the themes of sexual harassment at public places, drug abuse, and the lives of Bawana's female factory workers. A 30-member listeners' group was formed for each narrowcast. Four radio scripts are being finalised by the community youth for broadcast during July-August 2015.
- In partnership with Kid Powered Media, Jagori designed and implemented a six-week course on right to safer spaces for the community. Towards the end, thirty young boys and girls from Badarpur conducted a one-day campaign on by-stander intervention. Through five flash mobs and a street play, they addressed shopkeepers to create 'harassment-free zones' around their shops.



- In leadership sessions focused on gender, patriarchy, violence against women, current political debates, women's health, right to work, sexual harassment in public places and workplace and so on, more than 800 youth members were engaged through different media such as film, theatre and art.

D. Key campaigns: Sixteen Days of Activism against Gender Violence, One Billion Rising and International Women's Day

Saluting the zeal of our campaigns

With laughter, with fun
With discussions, with expressions
We are rising together
From the shackles of our patriarchal mind!

Over 5,000 women, youth and men from all five communities that Jagori works with were mobilized through these three campaigns.

These aimed to reach out with messages of peace, enabling environments for women survivors of violence, rejection of





patriarchal notions of masculinity, and respect and dignity for all. 'Safety Chaupal', games, photo booths, street festivals, street theatre, collective pledges, candle-light vigils, dance, music and films were deployed to strike a note with different constituencies. Helpline and sexual harassment booklets as well as postcards on alternative masculinity were disseminated during these events.

The events were conducted in collaboration with Kid Powered Media, Manzil Mystic (a music band), Centre for Health and Social Justice, theatre groups such as Mitika and Asmita, Spinlife and Safetipin. The events were attended by local stakeholders, including the Station House Officer, the president of the resident welfare association and representatives from Community Based Organisations.

- Jagori partnered with Safetipin to collect city-wide data through its mobile application. Around 10,000 audits were conducted at various locations and dialogues with service providers and agencies were initiated.

STRATEGY 3: PERSPECTIVE AND CAPACITY DEVELOPMENT ON FEMINIST PRINCIPLES AND STRATEGIES

As a centre for feminist perspective and capacity building, Jagori continues to see much traction within the local and national circles. Its training services are being sought by organisations as well individuals (trainers as also trainees) who would like to engender capacities and enhance feminist consciousness.

A. Gender and women's rights trainings

- Jagori's national and annual 'Gender Basic Course' (that adds to the pool of feminist trainers in the country) received 100 applications from ten States. 25 women and 16 men from seven States, representing 23 organizations, groups and campaigns were selected for the course (14-19 April, 2014; Sanskriti Kendra, New Delhi). Over the previous year, the course this year saw a 30 per cent increase in participation of new organizations and a 45 per cent increase in the participation of men.



- Jagori designed and undertook a sensitization session (29 January, 2015; New Delhi) in collaboration with the Centre for Health and Social Justice for 35 managers of P.V.R cinemas as well as representatives from their safety and security teams. The issues addressed include women's safety and sexual harassment at workplace. We also provided technical inputs for trainings in three other cities.
- Jagori and Innobridge facilitated a workshop (5 - 7 January, 2015; Bodhgaya, Bihar) on gender, communications and management for 28 nuns from seven nunneries in India, Nepal and Bhutan. The workshop was organized by the Kun Kyong Charitable Trust (established by Gyalwang Karmapa in 2013 to promote education, health and women's rights among members of the religious community). Many participants occupy senior management positions at their respective nunneries.
- Over 500 women, men, girls and boys attended short-training sessions facilitated by Jagori on the themes of gender, laws related to women, sexual harassment at work place and so on. The participants were community leaders/practitioners, case workers, policy makers and activists. They represented fourteen organizations and groups from Delhi, Uttar Pradesh, Madhya Pradesh and Bihar such as CanSupport, Chetanalaya, Katha, Seeds, Delhi School of Social Work, Students for Change, Pradan, Y.P. Foundation, Sewa Bharat and Sanjha Manch, among others.

B. Domestic workers' rights

Jagori continued to provide technical and advisory support on rights and entitlements of female domestic workers in four States—Uttarakhand, Rajasthan, West Bengal and New Delhi. Engaged in a continuing process of networking and cross-learning, around 14,500 domestic workers from across four States have been mobilised over two and a half years. During the year, several actions for the advancement of their rights were undertaken. Some examples:

- Jagori collaborated with MKSK (Mehnatkash Kalyan Evam Sandarbh Kendra) to support domestic workers in strengthening their collective bargaining and negotiation processes in Rajasthan. Via this partnership, it organized three awareness-raising sessions on social security and education of domestic workers. 248 domestic workers from 25 slums and colonies participated in these. Women domestic workers came together to celebrate the International Human Rights Day 2015 and International Women's Day 2015.
- Jagori, in collaboration with Astitva (Uttarakhand) mobilized 1,075 female domestic workers through field visits, monthly meetings and trainings. 135 domestic workers and 115 employers were registered at different camps. A leadership-building training was conducted to enable Dehradun-based domestic workers to negotiate their social security rights, including minimum wages and better working conditions. 20 cases of violence against women domestic workers were also registered.



- In tandem with Parichiti, Jagori reached out to approximately 1,000 female domestic workers and engaged them on issues of right to mobility and safety in public places, building relationships with key stakeholders to ensure access to toilets, electricity, transport and so on. Together, the two organisations worked intensively with 300 domestic workers to discuss their concerns and meet requisite local authorities to avail essential services. The domestic workers' groups in Kolkata also participated in the 'Why Loiter' campaign.
- This year, domestic workers' groups from two areas of Delhi (Madanpur Khadar and Kalkaji) catalysed the formation of another group in Sarita Vihar. Around 25 domestic workers from five areas (namely, Govind Puri, Tuqhlakabad Extension, Sarita Vihar, Madanpur Khadar and Badarpur) are members of this newly-formed group.
- The Madanpur Khadar group is now part of the women domestic workers' network formed by the Indian Social Studies Trust and six other organizations/groups based in Delhi. The domestic workers' group from Madanpur Khadar voiced their issues at the International Domestic Workers' Day celebration that was organized by the Delhi Domestic Workers Forum and Chetnalaya.
- 699 female domestic workers were sensitized through field visits and *gali* (street) meetings. Leadership capacities of 394 domestic workers were built through short sessions and monthly meetings. The issues addressed include group building, rights of domestic workers, health, international domestic workers' day celebration and social security mechanisms.

C. Jagori-PRADAN joint programmes

Aiming to empower rural women and strengthen their collectives, the Jagori-PRADAN collaboration has now expanded from eight districts in four States to 27 districts in seven States. Via ten trainings across different districts, Jagori reached out to 767 women and 41 PRADAN professionals as well as 60 Community Organisers (CO), Community Resource Persons (CRPs) and Community Service Providers (CSPs).

Following are the trainings and workshops that Jagori facilitated in the last twelve months:

- A four-day Training of Trainers (ToT) for 170 women SHG (Self-Help Group) members from three blocks in Balaghat, Madhya Pradesh. It sought to boost the gender perspectives of a pool of trained facilitators (or 'Gender Sathis') and enable them to act against gender-based violence. Three follow-up workshops were conducted with 138 women from Koderma, Hazaribagh and Kesla (April-June, 2014).
- Gender trainings for 97 women, 8 PRADAN professionals and 32 COs and CSPs in Balaghat (May, 2014 and October, 2014) and Kesla (August, 2014) in Madhya Pradesh, and with 76 women and 10 PRADAN professionals in Mayurbhanj, Orissa (October 2014 and December 2014). Women members of different federations participated along with PRADAN professionals, COs and CSPs. The trainings focused on the capacity-building of professionals on the themes of gender, patriarchy and violence. Federation members were sensitized towards the presence of everyday gender issues at the family and village level.
- A training for 28 male CRPs and CSPs in Rayagada, Orissa (April, 2014). This provided them with an opportunity to explore their attitudes towards gender, gender-based violence and their own role in preventing gender-based violence.





- Exercises to augment the autonomy, self-reliance and sustainability of federations with 20 PRADAN professionals and 80 federation leaders in Odisha (October, 2015) and Jharkhand (November, 2014). Professionals and federation leaders reflected upon and mapped the trajectory of the federations' growth so as to evolve parameters towards their eventual independence. Ways to enhance leadership skills of existing/upcoming women leaders and mechanisms to link federations with institutions such as Panchayats, banks, etc. were explored.
- A training to engender livelihoods with 28 women and two PRADAN professionals in Kesla (October 2014). The purpose was to enable the participants to understand the interplay of gender in livelihood issues such as agriculture, asset ownership and control.
- Two women's leadership camps were held in Kesla for 170 community women and 10 PRADAN professionals (September, 2014 and 21-24 December, 2014). It helped develop/enhance women's understanding about patriarchy, gender, power relations and legal remedies to violence and discrimination. Leadership camps help womens' collectives handle cases at their level.

To introduce gender equality as an underlying theme in PRADAN's larger work, the following activities were conducted for its professionals:

- Using the toolkit designed by Jagori, three 'Gender Needs Assessment' (GNA) exercises in Bihar, Chhattisgarh and Rajasthan for 75 professionals working in nine districts; and
- Five perspective-building workshops for 150 professionals from 19 districts in Jharkhand, Bihar, West Bengal, Madhya Pradesh and Odisha.
- The PRADAN-Jagori Fund for Gender Equality project has been included in a UN Women study titled 'Engendering Rural

Livelihoods: supporting gender responsive implementation of NRLM'. It documents key strategies and processes under various UN Women-supported gender and livelihood initiatives.

- With inputs from Jagori's project members, a team of external consultants finalised a process document of the Jagori-Pradan Gender Equality Project. In addition, an end-line survey of the project was carried out by the Indian Institute of Human Development, Delhi. An external evaluation of the project was also commissioned; it was undertaken by Trust Consulting with support from UN Women.



Women's collectives: the face of strength

14 year old Sarita's (name changed) parents were extremely worried when she could not be traced that day. They rushed to the police who refused to file an FIR. They approached the Narmada Mahila Sangh (NMS), a federation of women from the area who take up cases of violence against women and girls. A group of NMS members along with the PRADAN's professionals in Kesla took up the case and pressurized the police to file the FIR and start the legal procedure.

With support from PRADAN, the federation started building pressure on the police through meetings with officials and stories in the print media about the case. After three-months, the police managed to trace the girl and the person she had eloped with. Jagori and PRADAN's team members intervened to help the federation's women initiate a series of feminist counselling sessions for the girl. The underlying belief was that Sarita's right to decide about her life was to be respected and protected, and yet, as a minor, she could be offered friendly advice. Sarita made a choice: she went back to school to study.

Narmada Mahila Sangh exemplifies the incredible power that women's collectives possess. Senior police officials, administrators and advocates are often surprised to see rural women speak of law, justice and rights. Dedicated towards women stuck in extreme situations, they work day and night when such cases arrive. At times, they have to work without food or water or even lose their daily wages. Such commitment also brings along various challenges, some in the form of threats, but the Sangh continues to work. Unfazed!

STRATEGY 4: PROVIDING SUPPORT SERVICES TO WOMEN SURVIVORS OF VIOLENCE

Yet again, Jagori's support services for a range of women survivors of violence found greater demand both within and outside the resettlement communities it works among. To provide holistic services to survivors, Jagori continues to support, heal and strengthen the capacities of those that work directly with survivors, including counsellors. As per its philosophy of empowering community women, it has started work to create a cadre of para-legal/health workers. Key highlights are listed below:

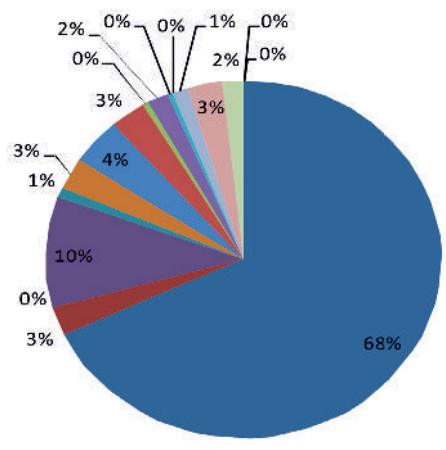
A. Direct interventions to end violence against women

- Jagori continues to provide support services through its feminist counselling centres at Shivalik, Bawana, Madanpur Khadar and Bilaspur Camp.
- We reached out to more than 1,490 women survivors of violence. Of these, 238 women were registered for counselling, 304 women sought advice at walk-in centers, 772 women accessed the telephone helpline service and 176 established contact via email.
- Out of 238 registered cases, 22 cases were resolved either through counselling and arbitration or with police intervention. 15 women were referred to the Delhi Legal Aid Services Authority for legal intervention and 11 women were referred to stakeholders such as the Crimes against Women Cell and other non-government organisations.

Our registered complaints include those related to domestic violence, dowry-related violence, desertion, sexual violence in intimate relations, illegal confinement, sexual harassment at workplace, rights violation of domestic workers and the right to choice of partners.

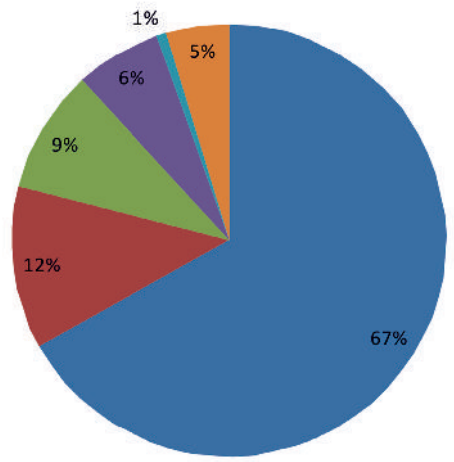
The cases referred to Jagori pertain to areas such as Malviya Nagar, Badarpur, Madanpur Khadar and Bawana and J.J. (Jhuggi Jhopdi) colonies in New Delhi. They were also sent to us via sister organizations such as CanSupport (Delhi), Vimochana (Bangalore), Human Rights Law Network (Delhi), Swayam (Kolkata), Satark Nagrik Sangathan (Delhi),

**TYPES OF REGISTERED CASES:
WALK-IN SURVIVORS
APRIL 2014 - MARCH 2015**



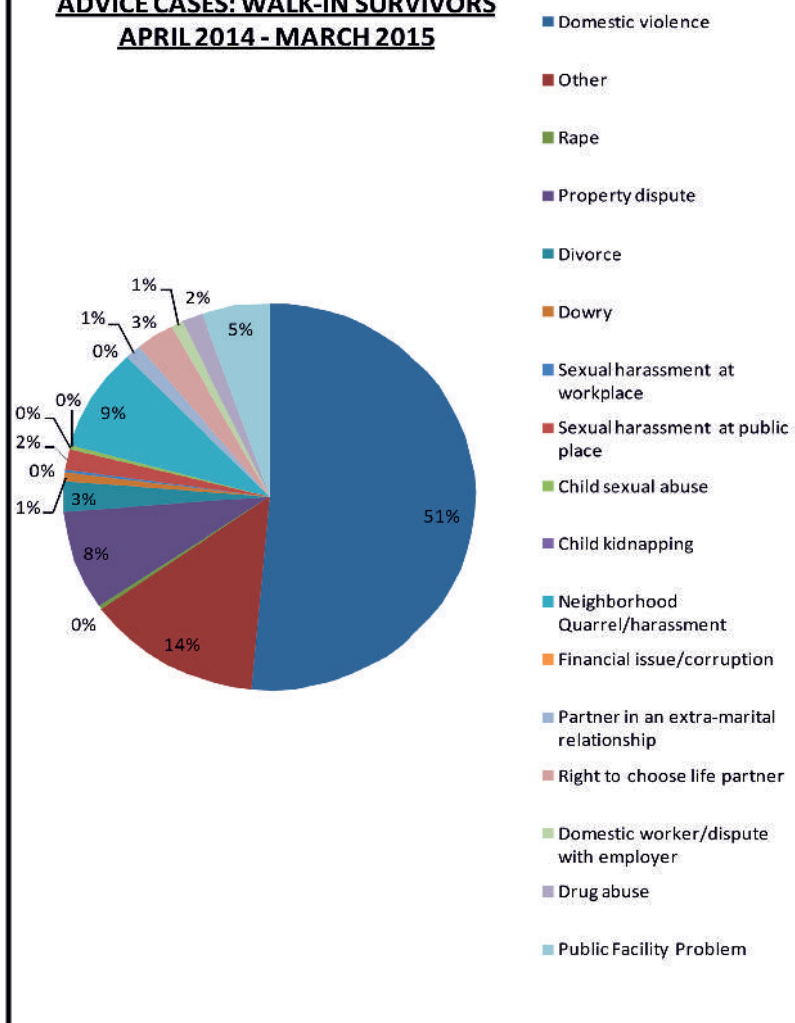
- Domestic violence
- Sexual harassment at public place
- Child kidnapping
- Other
- Sexual harassment at workplace
- Neighbourhood Quarrel/harassment
- Right to choose life partner
- Domestic worker dispute with employer
- Dowry
- Rape
- Child sexual abuse
- Financial issue/corruption
- Divorce
- Partner in extra-marital relationship
- Property dispute
- Drug abuse
- Public facility problem

**STATUS OF REGISTERED CASES: WALK-IN SURVIVORS
APRIL 2014 - MARCH 2015**



- Ongoing*
- Closed**
- Resolved***
- Court
- Shelter home
- Referred****

ADVICE CASES: WALK-IN SURVIVORS
APRIL 2014 - MARCH 2015



April 2014 - March 2015

(Cases from Shivalik, Madanpur Khadar, Bawana & Badarpur)

Registered Cases: Walk-In Survivors		Registered Cases: Walk-In Survivors		Advice Cases: Walk-in Survivors	
Category	Number of women	Status of case	Number of women	Issue	Number of women
Domestic violence	162	Ongoing*	159	Domestic violence	156
Sexual harassment at public place	6	Closed**	29	Other	42
Child kidnapping	0	Resolved***	22	Rape	1
Other	24	Court	15	Property dispute	25
Sexual harassment at workplace	2	Shelter home	2	Divorce	8
Neighbourhood quarrel/harassment	7	Referred****	11	Dowry	2
Right to choose life partner	10			Sexual harassment at workplace	1
Domestic worker Dispute with Employer	7			Sexual harassment at public place	5
Dowry	1	*Counseling at Jagori or Otherwise		Child sexual abuse	1
Rape	4	**Case not taken by Jagori		Child kidnapping	0
Child sexual abuse	1	***With Police or otherwise resolved		Neighbor hood quarrel/harassment	26
Financial issue/corruption	0	****With CAW cell or another organization		Financial issue/corruption	0
Divorce	3			Partner in an extra-marital relationship	4
Partner in extra-marital relationship	7			Right to choose life Partner	9
Property dispute	4			Domestic worker/dispute with employer	3
Drug abuse	0			Drug abuse	5
Public Facility Problem	0			Public Facility Problem	16
Total	238	Total	238	Total	304

Cases over Direct Helpline (Phone) - 772

Cases over Direct Helpline (Email) - 176

Saheli (Delhi), Azad Foundation (Delhi), the Delhi Government's helpline and Mahila Panchayats (women's collectives set up by the Delhi Commission for Women).

- 11 support group meetings were held with women survivors of violence on group building, recovery and rehabilitation with dignity.
- Jagori provided legal support, counselling and help with testimonies and court statements to seven women who were sexually assaulted during the Muzzafarnagar communal riots.

B. Trainings for service providers

- Jagori organized its third 'National Feminist Counselling Workshop' (8-11 April, 2015; Sanskriti Kendra, New Delhi) for 26 participants from 15 organizations representing eight States of India (Himachal Pradesh, West Bengal, Jharkhand, Uttar Pradesh, Bihar, Delhi, Maharashtra and Gujarat).





- A two-day workshop was held for 22 women from Stree Mukti Sanghathan (16-17 August, 2015; Sanskriti Kendra, New Delhi). The participants work as teachers, professors, case workers and counsellors in schools, universities and NGOs; some are also members of Internal Complaints Committees (formed as per the Sexual Harassment at Workplace Act, 2013) of various institutions.
- Jagori, in association with the NGO Alliance, conducted a two-day workshop (30-31 January, 2015; Madanpur Khadar, Delhi) on Protection of Women from Domestic Violence Act 2005 and the Criminal Law (Amendment) Act 2013.

C. Upgrading services for survivors of violence

In April 2013, Jagori was awarded the Roland Berger Award for Human Dignity on account of its long-standing work to end violence against women and towards safety of women in cities. The award's grant has enabled Jagori to reach out to larger numbers of women and upgrade some of its services.

1) Protocols and case formats

- The Case Work Protocol and Disclaimer for support services to women survivors of violence has been revised and updated. The Protocol was vetted by a senior legal advisor.
- A new format for case data has been developed for regular updates and data analysis. Case files from the year 2012 have been compiled and catalogued for ease of use and access.
- A policy document on the centre's work has been finalised by a legal consultant. The document describes the mechanism

of service delivery for women survivors of violence that spans the continuum from prevention to multi-sectoral responses. It also aims to lay the ground for developing a more coordinated, holistic and effective approach to tackling violence against women.

2) Violence prevention through outreach, capacity-building

- In the Bilaspur and Indira Camps (lowincome colonies), Jagori enables women's collectives to run self-managed mechanisms for prevention and redressal of violence against women. Meetings with the community have led to conceptual clarity of rights-based issues, enhancement of women's voices and agency, as also challenges to the caste barrier. More than 1,000 women have been contacted through regular *gali* meetings and door-to-door visits and case-work.
- 47 women from Bilaspur and Tejpur Pahari approached Jagori's counselling and safety centre for support; of these, 11 women filed complaints via Jagori and 36 sought advice.

3) Better infrastructure

Jagori has constructed a cabin on the terrace of its office building in Malviya Nagar with an aim to provide better space and services for survivors of violence.



4) Upgraded referrals for service providers

Jagori has strengthened its referral services through constant liaison and networking with other organizations such as shelter homes, child helplines and Child Welfare Committees, mental health organizations (MANAS, IBHAAS, VIMHANS, Sanjeevani), the Domestic Worker's Forum, State and district legal services' authorities and other organizations providing legal support (AALI and Human Rights Law Network). This has also led to an updating of these service providers' database.

5) Identification of feminist lawyers, signing MoUs

To provide legal support to survivors of violence, Jagori has identified feminist lawyers. For aggravated cases of sexual assault, it has signed an MoU (Memorandum of Understanding) for three years with Lawyers Collective, a leading legal group for women's issues. Jagori also receives advisory legal services from a noted feminist advocate. It has approached TARSHI and RAHI, two feminist organizations that offer healing services for staff and survivors.

6) Strengthened capacities of service providers and stakeholders

- A workshop on stress management and burnout prevention was organized at the Indian Social Institute (4-5 April 2014) for the team that handles cases; this was facilitated by TARSHI. The objective was to manage personal reactions/responses in dealing with women survivors of violence.
- 11 training and mentoring sessions were organised for 25 para-legal workers who offer support to case workers; these were core members of two volunteer groups from Madanpur Khadar and Bawana. Eight women from the Bilaspur and Tajpur Pahari camp have also been identified for inclusion in para-health workers' cadre in the community. The training of the para-health cadres is scheduled for next year.

Respecting women's right to choice

When Neetu's parents forced her to marry against her will, she reached out to Jagori to register a complaint against them. Since she was a domestic worker, Neetu's employer assisted her in contacting Jagori. However, she was also studying at a local school and wanted to complete her education and have a career.

As an adult who had the right to decide the course of her life, Neetu sought to be away from her parents' house in a temporary shelter; she wanted to avoid the date of the wedding. Complying with legal parameters, Jagori undertook appropriate action and arranged for her to stay at a shelter home. Her family members were duly informed. Their main concern was that a cancelled wedding would lead to social stigma and that would adversely impact them, especially Neetu's younger siblings.

Clear about what she wanted, Neetu stood by her decision. As a result, her family disowned her. She is now an independent woman who continues to work as a domestic help and also pursues her education.

Legally speaking, when and whom to marry, if at all, had to be Neetu's own choice as she was of legal age (above 18 years). In case she was below 18 years of age, marrying her would have still been illegal. Her family also had no right to stop her education, a fundamental right. After intervention by the police, Neetu's family members were made aware of her rights.

In many communities, girls are seen as izzat or honour. Their marriage becomes the be-all and end-all of their lives, pushing aside other aspects such as education, interests and aspirations. When girls and young women raise their voice against such traditional beliefs and practices, she can even be disowned by the family (like in the case of Neetu) or forced to end her life.

STRATEGY 5: NETWORKING FOR FEMINIST MOVEMENT BUILDING

As is its mandate, Jagori continues to spread and reinforce feminist consciousness and values among its partners including various government agencies, development sector representatives, community members and so on.

Highlight:

As an upshot of the 2010 draft strategic framework, Jagori has developed the Updated Strategic Framework on Women's Safety in Delhi. A sector-wise analysis of concerns and challenges vis-à-vis the safety of women and girls in public spaces, it offers recommendations based on a mapping of all post-2010 women's safety initiatives. It also draws from dialogues among partner organizations, public officials and stakeholders, including those that participated in the December 2014 'Take Back the Night' campaign (for example, Safetipin, Lawyers Collective, National Federation of Indian Women, Action India, Satark Nagrik Sangthan, Nirantar, Sakha Cabs, Miranda House, among others).



Making public transport safer

Jagori reviewed Delhi Transport Corporation's (DTC) curriculum on women's safety and shared its findings with the Chairperson and Managing Director (CMD) and other senior officials. The CMD has asked for immediate and effective implementation of Jagori's recommendations which are based on current definitions of and legal provisions on sexual harassment.

Following a request by DTC, Jagori conducted safety audits at seven of its bus terminals. It used the 'Safetipin' mobile application for nearly 12 safety audits at each terminal as well as in the 30 meters area outside it. The audit used parameters such as darkness/light in the area, open access, blind corners, visibility, presence of people, security, walk paths, and number of women and children in the crowd. Among its recommendations to DTC are provision of public toilets, presence of security guards and vendors, walking paths for easy access, ramps for the disabled, and seating facility to encourage more people, especially women, elderly and children to wait inside the bus terminal. Subsequently, DTC's regional managers submitted their action plan to implement Jagori's recommendations. The Chairperson of DTC has asked Jagori to collect data from other terminals too.

A. Technical inputs and presentations

- Presented its Safe Cities programme's highlights to the National Mission for Empowerment of Women (Ministry of Women and Child Development) and UN women, among others (June - 2014, Delhi and July 2014, Jaipur).
- Offered inputs for a document prepared by the National Mission for Empowerment of Women on 'One Stop Crisis Centres' (14 July 2014)
- Panelist at the Beijing+20 India CSO National Consultation organised by UN Women South Asia (11-12 August 2014; India Habitat Centre New Delhi; see: <http://www.unwomensouthasia.org/assets/Programme-National-Consultation-10-08-14-115511.pdf>).

- Attended the meeting of the high-level committee on Status of Women in India (4 November 2014) and provided inputs on mitigating and addressing violence against women and safe cities.
- Presented at a UN Women-organised consultation on 'Creating Safe Public Spaces for Women–Lessons Learnt and Way Forward to Create a Network of Safe Cities' (11 December 2014).
- Participated in a meeting at the Ministry of Urban Development on women's safety and urban planning (3 January 2015).
- Participated in a meeting on NITI Aayog's institutional policies and programmes organized by the Wada Na Todo Abhiyan (11 February 2015).
- Presented key issues at a meeting on Safe Cities mobile apps for Women held by the UNDP (13 February 2015)
- Presented Jagori's Safe Cities work at the 'Gender and Urban Poverty' seminar organised by Ministry of Housing and Urban Poverty Alleviation (17 February 2015).
- Contributed key points at a meeting on Beijing+20 updates called by the Women and Child Development Ministry and UN Women (17 February 2015)
- Made a presentation at the Indian Institute of Public Administration on urban planning and women's safety (10 March 2015)
- Participated in the 59th session of the Committee on the Status of Women (9-20 March, 2015; New York). The main focus of the session was the Beijing Declaration and Platform for Action, including current challenges that affect its implementation, achievement of gender equality and the empowerment of women. Jagori played part in the following:
 - » Moderated a session on 'Preventing and responding to VAW' organised by WHO and Global Women's Institute, (9 March 2015).
 - » Moderated a session on 'Overcoming challenges and

Gaps in Achieving the BPFA Recommendations for a Post 2015 Agenda for Gender Inclusive Cities', organised by the Huairou Commission (10 March 2015).

- » Acted as a Panelist at the session on 'The City We Need and Habitat III', organised by UN-Habitat, UN Women, Civil Society working group partners/WUC partners (12 March 2015).
- » Helped design and participated in the event 'Best Practices and Lessons Learnt on Implementing and Monitoring Safer Cities for Women and Girls', organised by UN-Habitat, UN Women, RMH, WICI, Plan, Action Aid (13 March 2015).
- » Acted as panelist in a session - 'Gender Equality 2030' at the 'Inter-generational Dialogue Day' (13 March 2015).
- » Participated as member of the high-level panel at the session 'Civil Society at the forefront of the Post-2015 Agenda' organised by UN Women (17 March 2015).

B. 16 days of Activism to End Violence against Women:

- Jagori was a member of the India advisory group and core committee of the 2nd MenEngage Global Symposium (11-13 November 2014; New Delhi) organised by the Centre for Health and Social Justice and other women's groups and civil society organisations.

It also moderated two sessions on (a) the role of public-private sector and (b) support by men's groups to issues on ending violence against women (international panel).

In collaboration with Akshara (Mumbai), Jagori organised a satellite session titled 'Responding to the New Backlash in Challenging Patriarchy'(10 November 2014), as part of the MenEngage Global Symposium that focused on masculinities.

- At a meeting organised by Guild of Service and Commonwealth Human Rights Initiative (9 February 2015), Jagori shared details about its work on police reforms.

C. International Women's Day 2015

- Jagori collaborated with about 40 Delhi-based women's organisations and networks for a joint celebration of women's solidarity at Jantar Mantar on 8 March, 2015. Over 1,000 people participated, including 150 members of the women and youth collectives from Madanpur Khadar, Bawana and Badarpur.
- We joined hands with several partner organisations including Spinlife and Safetipin to mark the occasion through a street festival called Raahgiri. We mobilized about 1,000 people; around 300 cyclists took to the streets to spread messages of safety as women's right.
- To document the rich history of women leaders and their efforts to ensure women's access to land, livelihood and resources, Jagori along with the India chapter of the IAWRT (International Association of Women in Radio and Television) co-organised a seminar on the subject (15 March 2015; Max Mueller Bhawan, New Delhi).



- As part of its campaigns on women's rights, Jagori collaborated with 'Students for Change' for a run for women's safety (details at: <https://www.facebook.com/media/t/?set=a.541828155919077.1073741831.535198003248759&type=1> 2)
- Jagori marked the 'global anti-street sexual harassment week' with students of Laxman Public School and youth collectives from Badarpur, Molarband, Madanpur Khadar and Malviya Nagar. An outreach event was held in Connaught Place (New Delhi) to inform bystanders about the importance of raising their voice to end violence against women.

D. Networking and knowledge exchange with other organisations:

- Jagori provided inputs to the Wada Na Todo Abhiyan document for the UN-Post-2015 Agenda (June 2014).
- As one of the four original petitioners in the case that led to the 1997 Visakha Guidelines against Sexual Harassment at Workplace, Jagori partnered in drafting a response as a co-petitioner to seek a clarification from the Supreme Court regarding the applicability of the Sexual Harassment at Workplace Bill 2013 to the judiciary.
- Attended an advisory group meeting of the Positive Women's Network, Chennai (August 2014).
- Presented key issues vis-à-vis women's rights at the workshop 'Women's Economic Empowerment: Towards Achieving Gender Equality' organised by Landesa and the World Policy Analysis Centre, U.S.A. (28 August 2014, New Delhi).
- Participated as panelist at an event on sexual harassment at the workplace, organised by Women Power Connect (September 2014, New Delhi)
- Participated as panelist at a session on women's safety and access to safe toilets at a city-level consultation on 'Improving Access to Sanitation' organized by Centre for Advocacy and Research and National Forum for Action on Convergence (15 October 2014, New Delhi).



- Attended the national partners' meeting called by Safetipin (October 2014); Jagori was recognised for taking the public safety mobile application (Safetipin) to low-income communities via 'safety chaupals'.
- Presented highlights from our work with PRADAN and shared strategies to engender the National Rural Livelihoods Mission (NRLM) at a mid-term review workshop for the NRLM pilots in Madhya Pradesh and Bihar; organised by UN Women, ANANDI and NRLM.
- Shared inputs at a workshop on 'Women's Asset Ownership and Reduction in Gender-Based Violence' organised by Landesa and Heinrich Böll Foundation (26 November 2014; New Delhi).
- Attended an advisory committee meeting of the International Center for Research on Women's study on violence against women (28 November 2014; New Delhi)
- Participated in a two-day deliberation on rights of single women organized by the Single Women's Rights Forum (12-13 November 2014; New Delhi)
- Participated in a forum on single women's right to pension,

food, education, health, employment, minimum wages etc. organised by the National Forum for Single women's rights (2 December 2014; New Delhi)

- Attended the Annual National Dalit Assembly organized by National Confederation of Dalit Organizations (4 December 2014; New Delhi)
- Made a joint presentation with PRADAN at the plenary session of 'Livelihoods Asia Summit 2014' moderated by UN Women (11 December 2014; New Delhi).
- Moderated a panel one Best Practices on Leadership Development: Women as Social/Economic Change Agents in the Arena of Gender-Patriarchy and Social Security Programmes' at a day-long event - 'Skill Development of Youth for Rural Transformation' organized by Pradan and the European Union; (2 December 2014; India Habitat Centre, New Delhi).
- Prior to the general elections, Jagori and other women's groups met leaders of key political parties and submitted the Women's Manifesto or 'Womanifesto'.
- Jagori was one among four organisations and experts that intervened with a Special Leave Petition on rights of children in conflict with law and a campaign against the proposal to lower the age of the juveniles in India. The effort was selected for the Juvenile Justice without Borders International Award during its third edition in December 2014.
- Attended the launch of the 2014-15 batch of Changelooms organized by Pravah, Community Youth Collective and Poorest Areas Civil Society (23 January 2015; New Delhi).
- Attended a stakeholders' consultation about child domestic workers organized by Salaam Balak Trust (29 January 2015; New Delhi)
- Made a presentation on the Safe City programme at Olakh, Baroda (13 February 2015)
- Presented Jagori's work at a seminar on sexual harassment conducted by Breakthrough (12 March 2015; New Delhi)

- Made a presentation on ending violence against women at a skype meeting on women's rights organized by Action Aid International (March 2015)

Mapping the city with safety audits

In response to the December 2014 'Uber rape case' in Delhi, Jagori organized a meeting with key women's and human rights groups to hold a 'Our Night, Our Right' campaign. This was complemented by 146 safety audits held on the night of 16 December, between 7 and 10 p.m. on four routes in Delhi. The exercise involved auditing streets and public transport by walking, talking, travelling through public transport (taxis, buses and metro trains) and using Safetipin to capture fresh evidence.

On the night of the audit, 54 representatives from various civil society organizations (such as Safetipin, Centre for Advocacy and Research, Lawyers Collective, National Federation of Indian Women, All India Progressive Women's Association, Action India, Centre for Health and Social Justice, Satark Nagrik Sangthan, Samarthyam, Breakthrough, Azad Foundation etc.) as well as several eminent women came together to conduct safety audits. They covered approximately 60 kilometres in the city. The data recorded gaps in public infrastructure, the social use of public space, the quality and availability of public transport as well as police presence.

The report was submitted to the Home Minister, the Hon'ble Lt. Governor of Delhi and the Principal Secretary to the Lt. Governor. It recommended an increase in State investment towards women's safety and the creation of a platform for regular engagement between State officials and women's groups. A group met with the Home Minister to raise critical issues.

STRATEGY 6: STRENGTHENING ORGANISATIONAL POLICIES AND COMMUNICATION PROCESSES

To remain conscious of its roles and services towards its partners in the movement, the communities it works among as well as its own employees, Jagori likes to consistently examine its organisational strengths and weakness. Last year too, a number of steps were taken to explore and fine-tune its policies, capacities and practices.

A. Staff training and retreat

- A workshop on healing (4 – 5 April 2014, Sanskriti Kendra New Delhi) was conducted for team members who deal directly with women survivors of violence; the aim was to support the team and enhance their capacities.
- Four new members of Jagori's team participated in the Feminist Counselling Workshop (8 - 11 April 2014) and seven new members participated in its Gender Basic Course (14 - 19 April 2014; New Delhi).
- Jagori's staff retreat (25-28 July 2014; Jagori Training and Research Academy, Himachal Pradesh) focused on



rejuvenation of team members, strengthening linkages, building an understanding of Jagori and the women's movement as well as enhancing organisational and communication processes. Members from its sister organisation Jagori Grameen and Sangat's Advisor Kamla Bhasin too joined in to celebrate 30 years of Jagori.

- The Sangat team organised a retreat to review its work and plan for the next three years. This was also a good opportunity for team building and strategising for the next phase of Sangat (Jagori Rural Charitable Trust, Dharamsala from 27th -29th may 2014).
- A member of Jagori's training team was nominated for the month-long feminist capacity building course organised by Sangat (14 September – 14 October 2014; Nepal).
- A senior team member was supported to participate in a nine-month course on 'Organisational Change Facilitation' organised by The Human and Institutional Development Forum, Karnataka (September 2014 – May 2015).
- Two members of the directorate were nominated for an online course on NPO (Non Profit Organisation) Governance, organised by FMSF Learning Systems (September 2014 - January 2015; New Delhi).
- A member of the programme team was nominated for CREA's Sexuality, Gender and Rights Institute (10-16 January 2015; Khandala, Maharashtra).

B. MIS, reviews and monitoring

- A mid-term review of the ongoing project 'Feminist Leadership for Social Action' (supported by Bread for the World) was conducted by an external consultant (August-September 2014). The findings were shared with the management team on 23rd September 2014.
- An advisory meeting was held with Anju Vyas (former librarian, Centre for Women's Development Studies) and Surabhi Mehrotra (researcher) on 14th August 2014.

- An external evaluator was asked to do a rapid review of the online and print materials produced by Jagori (March 2015).
- The Management Information System (MIS) continues to be implemented by the community team to monitor progress against indicators. A session on MIS was organized for the team in April 2014.
- To revisit the vision, mission and strategies for Jagori's work over the next five years, a strategic review meeting (19 – 20 February 2015) was held with key members of the programme team in New Delhi.

C. Training on staff policies/manuals and other organisational issues

- Jagori organised a session for its team on the provisions of the Sexual Harassment at the Workplace (Prevention, Prohibition and Redressal) Code of Jagori, 2013. A meeting of the Internal Complaints Committee was also held (23 May 2014).
- As part of its ongoing effort to streamline operations, a copyright policy has been drafted and adopted in August 2014, after due approval of the Executive Committee. Teams continue to be updated on the latest in policies and procedures.
- As of 1 October 2014, Jagori has been registered with the Commissioner of Employees Provident Fund.
- Jagori's Finance Manager attended a two-day training (13 – 14 March 2015; Kolkata) on FCRA renewal and other associated issues concerning NGOs. Members of the Finance and Operations team regularly attended meetings on FCRA renewal in order to stay updated and ensure compliance.
- A Jagori team attended a meeting on FCRA renewal at the VANI office (4 February 2015; New Delhi).

THE JAGORI-SANGAT PROJECT

With violence against women on the rise, greater engagement with men to undo patriarchal violence and augment their solidarity towards the women's movement has been a key theme in many of Sangat's campaigns and activities.

A. Capacity building

- Each year, Sangat and its partners organise vernacular courses for grassroots activists. In 2014, Sangat and Swayam jointly organised the seventh edition of the Bangla course (9-23 August; Kolkata) for 28 participants, including five men, all of whom offered positive feedback. Similarly, a Hindi course was successfully held along with JagoriGrameen for 37 participants, including seven men (7-22 July 2014; Himachal Pradesh).
- These courses have been central to Sangat's mission of building a cadre of strong community leaders for grassroots' organizations. Its courses are among the few capacity-building opportunities for individuals working in the field. Most people report being transformed by the courses.
- In order to empower women in the struggle to end violence against them as well as to deepen the One Billion Rising campaign, a workshop on women's personal safety was conducted (25-27 April 2014; Vishwa Yuwak Kendra, New Delhi) for 11 women Protection-cum-Probation Officers from Haryana. This was organised by the Ministry of Women and Child Development, Government of Haryana. The participants learnt practical strategies to prevent violence and create safer strategies for themselves. They reported feeling empowered and confident; a participant said: "This training made me mentally and physically strong. I am going back with full confidence and new ideas".

B. Campaigns

- Sangat was active in the Men Engage campaign that sought to highlight men's role in ending violence against women and



question violent masculinity. Postcards, banners and a music CD created by Sangat on masculinity were released on the occasion. The campaign also collaborated with One Billion Rising that was coordinated by Sangat in India.

Ben Atherton performed a riveting piece on masculinity on 29th August 2014 in a joint event at the American Centre in New Delhi; It threw light on men's conditioning, the abuse it nurtures and the rigid, gendered ideas prevalent in popular cultural imagination. The show offered alternative ways of conceptualizing gendered identity and behaviour in shared spaces and relationships.

The highlight of the event was a pledge taken by all men present in the auditorium:

I will never commit, condone or remain silent about men's violence against women and I choose to respect, listen to and seek equality with every person that one dates and every person that one knows.

- On the occasion of the International Human Rights Day (10 December), Sangat joined hands with several organisations (Dwarka Human Rights Defenders, Anhad, National Law University, Jagori, Association of Neighbourhood Ladies Get Together (ANHLGT), Ek Sangharsh, Abhivyakti, Handicapped Children and Women's Aid (HCWA), JanSanskriti and so on) at the National Law University (Delhi) to organise Muktnaad, a programme to raise voices against discrimination. Since the theme of the event was 'Speak Up, Stop Discrimination', the creative programme flagged all forms of discrimination based on gender, caste, religion, disability etc. It is noteworthy that the event was spearheaded by neighbourhood collectives, schools and colleges, thus creating vibrant democratic spaces for public engagement.
- Over 80 community women joined Sangat and Jagori in celebrating women's solidarity for empowerment and ending violence against women at Bawana, Delhi on the occasion of the South Asian Women's Day (30 November 2014).

One Billion Rising

- The One Billion Rising (OBR) campaign with children, organised in collaboration with groups such as Srijanatmak Manushi Sanstha (SMS), Ankur, Delhi Rising and Terre Des Hommes, reached out to 160 children from low income areas of Nand Nagri, Khichripur, Narela and Mongolpuri (January 2015). The purpose was to involve young children between 10 and 14 years, and to understand how they view violence, how they could be part of the campaign, and what actions they can take in their respective communities.



- Five hundred school children performed the One Billion Rising flash mob (30 January 2015) that speaks against violence against women and girls; this was done at a gathering of thousands of children representing several States of India and organised by the Nine is Mine campaign.
- Around 800 students from Miranda House attended the One Billion Rising event organised by its students and faculty (9 February 2015). Colleges such as Kirori Mal, Kamla Nehru, Miranda House, Lady Shri Ram and Hindu also participated in this event (in addition to many other members of the student fraternity who attended in individual capacities).
- Sangat network's partner, Asmita Theatre, with support from the Centre for Health and Social Justice and Azad Foundation, performed the play *Mard* in various locations of Delhi. The play deconstructs notions of masculinity; it reached out to over 20,000 people including 7,000 men.
- College students from Delhi University, RAHI Foundation and others organised a Take Back the Night march on 7th January, to protest violence against women as part of the One Billion Rising Campaign.



- On 14 February 2015, about 500 people from different communities of Delhi and disability rights' groups collaborated for an event that focused on safety, access and inclusion. Around 40 Delhi-based groups along with several music bands and performers held a cultural programme in support of the campaign. Many organizations saw this as a good platform to share perspectives.

C. Outreach

- Kamla Bhasin, Sangat's Advisor, delivered a lecture for IAS and IPS officers in Srinagar; this was organised by the Lal Bahadur Shastri National Academy of Administration (23 July 2015; Mussoorie, Uttarakhand).
- She also addressed 40 students at Hindu College, Delhi University (4 September 2014); 50 students and staff of Jamia Milia Islamia (5 September 2014); 50 Master's, M.Phil and Ph.D students from the Department of Women's Studies, Delhi University (10 September 2014); and over 170 students from IIT (5 November 2014). Her talks focused on deconstructing patriarchy, and debunking conventional notions of masculinity and femininity. She helped students explore the inter-connections of gendered behaviour with gender-based violence.
- Masculinity was also the subject of Kamla's talk on Satyameve Jayate, the popular TV show hosted by Aamir Khan (season two; 8 November 2014). The episode registered around 1,05,291 views on You Tube, and reached millions all over the world especially through its editions dubbed in Malayalam, Tamil, Telugu and Bangla.
- These engagements with officials, students and the media have helped carry feminist discussions, ideas and perspectives to mainstream audiences.

FOUNDER MEMBERS

Abha Bhaiya

Gouri Choudhury

Joginder Panghaal

Kamla Bhasin

Manjari Dingwaney

Runu Chakraborty

Sheba Chhachhi

GENERAL BODY MEMBERS

Jayawati Shrivastava

Suneeta Dhar

Manjari Dingwaney

Abha Bhaiya

Joginder Panghaal

Kalpana Viswanath

Kalyani Menon Sen

Kamla Bhasin

Manjima Bhattacharjya

Martin Macwan

Nandita Gandhi

Pamela Philipose

Vrinda Grover

EXECUTIVE COMMITTEE MEMBERS

Jayawati Shrivastava (Chairperson)

Suneeta Dhar (Director and Secretary)

Manjari Dingwaney (Treasurer)

Kalpana Viswanath

Manjima Bhattacharjya

Martin Macwan

Nandita Gandhi

ACKNOWLEDGEMENTS

THE TEAM

Anubha, Ashly, Bhim, Chaitali, Dhruv, Geetha, Heerawati, Kailash, Laxmi, Laxmi, Madhu Bala, Mahabir, Neetu, Nidhi, Nourati, Poonam, Prabhleen, Praveena, Rinky, Ruchie, Sabina (Juhi), Sabra, Sachin, Sandeep, Sarita, Shruti, Suneeta, Sunita

CONSULTANTS AND RESOURCE PERSONS

Adil, Amrita Nandy, Amrita Thakur, Anchita, Anupriya, Bandita, Devika, Dhiviya, Hemant, Himani, Jaya Velankar, Josefina, Juhi, Kanchan, Manish, Mewa Bharti, Neelima, Nilanju, Nishi, Philarisa, Pramada, Preeti, R.K. Sharda, Ruchi, Runu, Sanjay, Sincy, Sunita Thakur, Tejinder, Vandana, Vaishali, Vaishali Barua

INTERNS AND FELLOWS

Amrit, Alexander, Dustin, Geeta, Ghanshyam, Izra, Lajwanti, Manju, Medha, Megha, Meera, Nemisha, Paulomi, Poonam, Rafia, Ridhi, Ritu, Ruhi, Rupali, Sampa, Shruti, Shruti Kumar, Vaishali Barua Virender

Jagori acknowledges the women and youth leaders of the communities of Badarpur, Bawana, Malviya Nagar, Madanpur Khadar, and Molarband for their vision and leadership.

PARTNERSHIPS

NATIONAL

Akshara (Mumbai); Anandi (Gujarat); Astitva, (Uttarakhand); Ekta (Tamil Nadu); Jagori Grameen (Himachal Pradesh); Karmdaksh (Chattisgarh); Mehnatkash Kalyan Evam Sandarbh Kendra - MKSK, (Rajasthan); National Alliance of Women's Organisations - NAWO (Orissa); Parichiti (West Bengal); Professional Assistance for Development Action – PRADAN; Swayam (Kolkata);

From Jharkhand: Ekjut; Breakthrough; Mahila Utpidan Virodhi Evam Vikas Samiti; Mahila Housing Sewa Trust; Mahila Samakhya Jharkhand; Maitri; Prerna Bharti; Srijan Foundation; The Institute for Transportation and Development Policy – ITDP, Samuel Hahnemann Associates & Research Centre

DELHI

Action Aid India; Action India; Anhad; Asmita theatre group; Azad Foundation; Breakthrough; CASP Plan; Centre for Advocacy and Research (CFAR); Centre for Budget and Governance Accountability – CBGA; Centre for Health and Social Justice – (CHSJ); Delhi Legal Service Authority (DLSA); Delhi OBR Collective; Delhi Police; Delhi Transport Corporation (DTC); Empowerment for Rehabilitation; Academic & Health (EFRAH); International Association of Women in Radio and Television; Kid Powered Media; Lady Sriram College; Lawyer's Collective; Multiple Action Research Group (Marg); Miranda House; Mitika; Rahi Foundation; Safetipin; Samarthyam; Satark Nagrik Sangathan; Spinlife; Students for Change; Tara Samuday Centre; Voluntary Action Network India (VANI); Women's Feature Service – WFS; YWCA of Delhi; and the NGO Alliances in Bawana and Madanpur Khadar

INSTITUTIONAL DONORS

Action Aid International (London); Bread For the World – Protestant Development Service (Germany); Misereor (Germany); Oak Foundation (Switzerland); Roland Berger Foundation (Germany), UN Women

JAGORI: NEW DELHI
BALANCE SHEET (CONSOLIDATED) AS AT MARCH 31, 2015

	Schedules	As at MARCH 31, 2015	As at MARCH 31, 2014
(In Rupees)			
Sources of Funds:			
Corpus Fund			
Opening Balance		8,48,375.66	7,74,605.82
Addition during the year (Interest)		76,223.05	73,769.84
		9,24,598.71	8,48,375.66
Assets Fund		156,36,490.00	156,99,153.05
Other Funds	A	161,56,766.88	168,32,200.33
Unutilized Grants (Carried forward to next year)	B	69,03,911.52	74,48,192.00
Current Liabilities	C	7,92,120.00	3,608.00
TOTAL		404,13,887.11	408,31,529.04
Represented By :			
Current Assets, Advances and other Receivables			
Current Assets	D	229,78,622.93	242,13,313.08
Advances and other Receivables	E	6,03,087.00	5,39,334.00
Fixed Assets (At WDV)	F	156,36,490.00	156,99,153.05
Grant Receivable	B	11,95,687.18	3,79,728.91
TOTAL		404,13,887.11	408,31,529.04


Significant Accounting Policies and
Notes to Accounts


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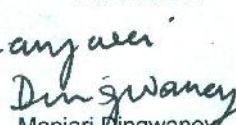
The schedules A to J referred to above form an integral part of the Balance Sheet

For Thakur, Vaidyanath Aiyar & Co.
Chartered Accountants
Firm Registration No. 000038N

For JAGORI


(K N Gupta)
Partner
M. No. 9169


Suneeta Dhar
Director


Manjari Dingwani
Treasurer


Sachin Kochhar
Finance Manager

Place : New Delhi
Date : **17 JUL 2015**



JAGORI: NEW DELHI
STATEMENT OF INCOME AND EXPENDITURE (CONSOLIDATED) FOR THE YEAR ENDED MARCH 31, 2015

(In Rupees)

	Schedules	Year Ended MARCH 31, 2015	Year Ended MARCH 31, 2014
INCOME			
Grants receipt transferred to meet project expenditure		277,76,760.00	248,16,255.00
FCRA Account		242,20,984.00	165,19,315.00
NON FCRA Account		35,55,776.00	82,96,940.00
Other Income	G	13,45,769.92	12,01,768.36
FCRA Account		6,91,724.51	8,29,068.16
NON FCRA Account		6,54,045.41	3,72,700.20
Total		291,22,529.92	260,18,023.36
EXPENDITURE			
Project Expenditure	H	277,76,760.00	248,16,255.00
FCRA Account		242,20,984.00	165,19,315.00
NON FCRA Account		35,55,776.00	82,96,940.00
Other Expenses	I	8,64,737.99	16,21,395.00
FCRA Account		4,10,999.00	7,56,153.00
NON FCRA Account		4,53,738.99	8,65,242.00
Total		286,41,497.99	264,37,650.00
Surplus/(Deficit) carried to Balance Sheet		4,81,031.93	(4,19,626.64)
FCRA Account		2,80,725.51	72,915.16
NON FCRA Account		2,00,306.42	(4,92,541.80)


Significant Accounting Policies and
Notes to Accounts


J

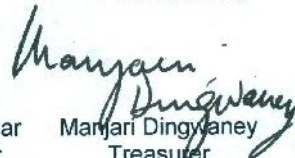
The schedules referred to above form an integral part of the Statement of Income and Expenditure

For Thakur, Vaidyanath Aiyar & Co.
Chartered Accountants
Firm Registration No. 000038N

For JAGORI


(K N Gupta)
Partner
M. No. 9169


Suneeta Dhar
Director


Manjari Dingra
Treasurer


Sachin Kochhar
Finance Manager

Place : New Delhi

Date : 17 JUL 2015





Women's Training
Documentation and
Communication Centre

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annual report 2014-15

JAGORI (Awaken, Women) has, over the last two 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.