

# ANNUAL REPORT 2024-25



# Jagori

## **Vision**

Helping build a just society through feminist values

## **Mission**

To deepen feminist consciousness with diverse partners at local and national levels

## **Strategies**

Feminist research and knowledge building

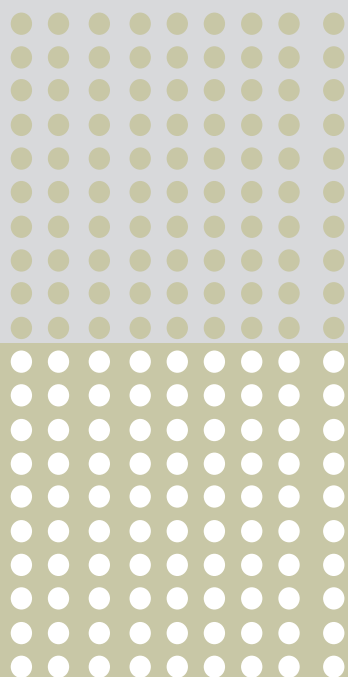
Perspective and capacity development on feminist principles and strategies

Providing support services to women survivors of violence

Supporting women's leadership and agencyNetworking for feminist movement building

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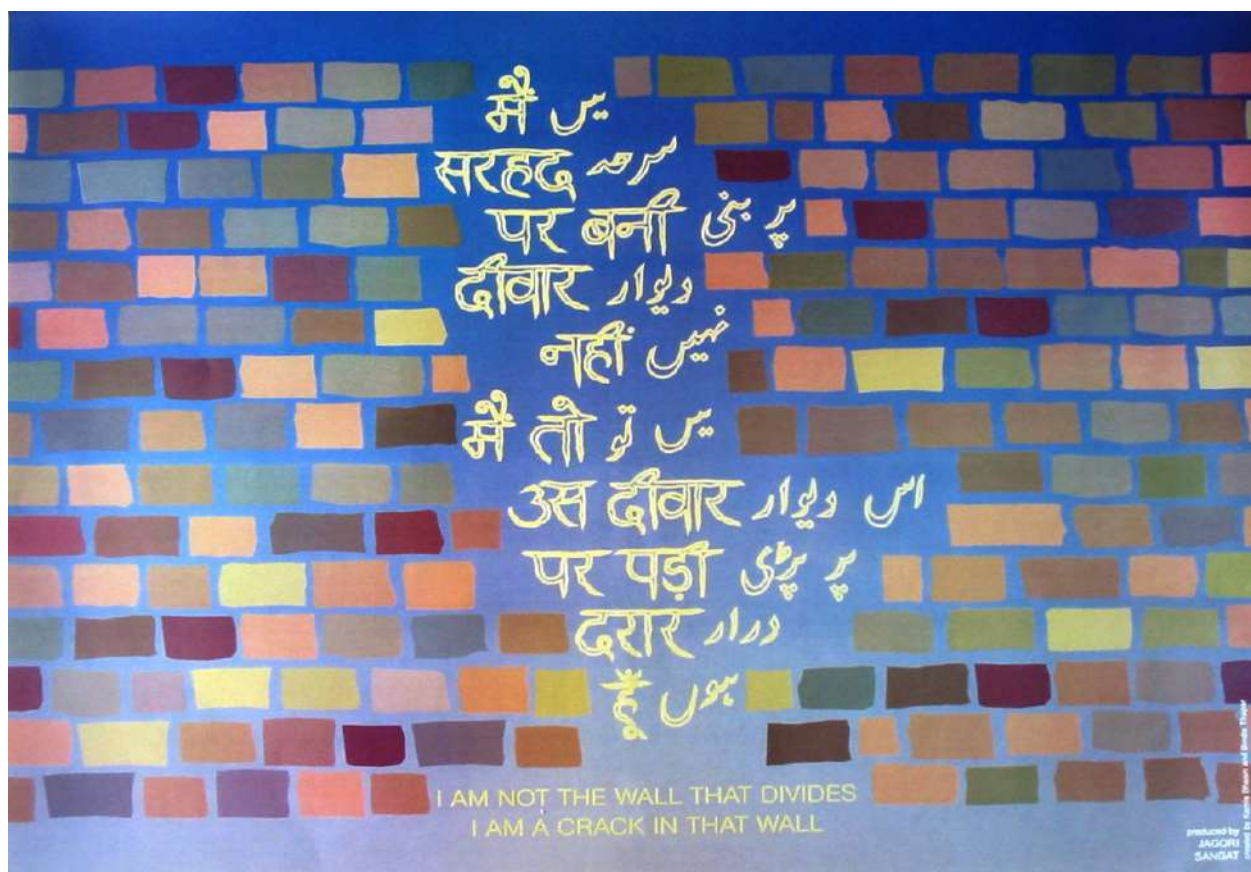
## 40 Years of Building Feminist Solidarity

Jagori completed its 40th year in 2024. These four decades, of solidarity across geographies and generations, mark the journey of a feminist organisation that evolved from a feminist collective and the Indian women's movement that birthed and nurtured it. A celebratory archival publication - S for Solidarity: The Jagori Alphabet Book - captures this momentous journey in words and images, slogans, books and posters created together over the years. A poster from 2002, featured in this book, reflects the meaning of solidarity for Jagori. It says: "I am not the wall that divides. I am a crack in that wall". And it is through that crack Jagori has brought diverse issues together, creating spaces for grassroots women's leadership, local and national coalitions and feminist knowledge production.

During 2024-25, Jagori's focus on women workers in the informal sector has been intense and unwavering. A collaborative research study used the methodology of time-use surveys to study the impact of unpaid care work on access to work opportunities for women domestic workers in Delhi-NCR, and Women's Safety Audit tools to identify factors that deter women from going to work at certain locations or during certain times of the day. Jagori was also the Indian partner in a three-year four-country study on the effectiveness of the CEDAW (Convention on the Elimination of All Forms of Discrimination Against Women) mechanism in addressing Violence Against Women (VAW), which concluded during the year. Jagori examined the implementation of Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (PoSH Act) and the provision of LCs (Local Committees) to address violations against informal women workers.

A key feature of the study was the use of 'Witness Seminar' as a tool to trace the chain of events that led the Supreme Court in 1997, to pass the 'Vishakha Judgement' - setting guidelines for addressing sexual harassment at the workplace, which in turn became the foundation for the PoSH Act of 2013. As women informal workers across the country continue to grapple with workplace harassment and gender-based violence, the seminar serves as a reminder of hard-won victories and the need to continually defend them. Key findings from this study were shared as part of the CEDAW alternative report from India.

Jagori's 2023 study on the occupational health hazards faced by women domestic workers (WDWs), their health-seeking behaviour and access to healthcare, was also included in the draft National Policy for Domestic Workers, even as domestic worker collectives began to raise the issue amongst themselves and with their employers. Jagori continued to provide informal women workers with perspectives, knowledge and skills to negotiate with relevant authorities for fair





Jagori's 40th anniversary celebration, IIC New Delhi, 11th November 2024

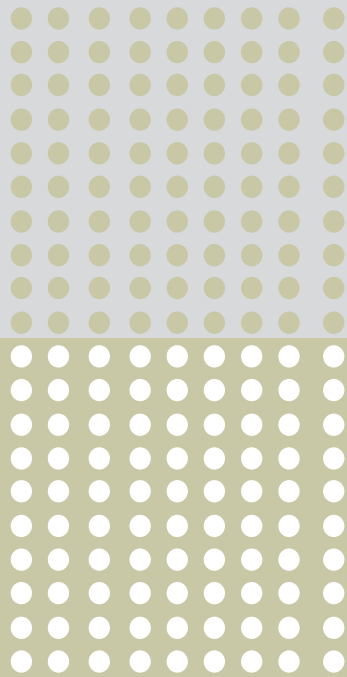
and safe working conditions. Women street vendors conducted safety audits in their areas and brought their concerns to local authorities, with some measure of success. Community leaders facilitated access to various schemes and provisions for women workers and other community members.

Outside Delhi, Jagori's interventions with Elected Women Representatives (EWRs) and other panchayat members in Bahraich (Uttar Pradesh), Muzaffarpur (Bihar) and Pataudi (Haryana), facilitated active participation of women in local governance and inclusion of women's safety issues within the local governance agenda. Two animation videos were produced, to be used for training on the occupational health hazards of domestic workers and on Mahila Sabha as a powerful tool for raising and addressing women's rights and concerns through local governance systems.

Jagori's continued participation in local and national learning events have strengthened partnerships and enriched strategies. At the Asian AGECS Regional Learning Workshop organised by Aga Khan Foundation, Jagori presented its model for gender transformative local governance in rural India, sparking conversations on its potential for replication. Jagori also participated in several conversations at the intersections of gender, climate change, non-traditional livelihoods, safe mobility and inclusive infrastructure.

This report encapsulates highlights from our last year's journey, our small steps forward - the aspirations and hopes that we saw in the women we worked with. It is also a reminder that solidarity is what made possible the striving towards a better tomorrow. Hence, a big shout-out to all fellow feminists, women workers, community leaders, barefoot counsellors, volunteers and collaborators who have been there, in person or in spirit, not just this past year, but for the past four decades with Jagori, as we go marching towards the realisation of feminist futures.





# 1

## Rights and Entitlements of Women Informal Workers

Jagori's focused engagement with informal sector women workers from low-income urban settlements in Delhi-NCR was initiated in 2021, with the aim of buttressing their own efforts to rise above the huge loss of lives and livelihood caused by the pandemic and its aftermath by ensuring better access to their rights and entitlements. During the first phase, capacities of 232 workers – including domestic workers, street vendors, home based workers and factory workers – were enhanced through a three-tiered framework including residential workshops, short capsule sessions and regular recap meetings in the communities where they lived. A key lesson learnt during this phase, was that the journey of women informal workers' towards realising their rights begins with a recognition of their own identity as women and as workers, and this requires a longer and deeper engagement. Therefore, it was decided to continue the work and today, Jagori is associated with over 280 women informal workers from three urban settlements (Bawana, Badarpur, Madanpur Khadar) and more, through partnerships with other organisations.

## Building on knowledge and capacities of informal women workers

Jagori conducted a session on minimum wages, gender-based violence, social security and the importance of collectivisation with 25 women informal workers associated with Janpahal, Delhi Gharelu Kamgaar Union (DGKU), Centre for Social Development and Change (CSCD), and Shehri Mahila Kaamgar Union (SMKU) at the Indian Social Institute (ISI) New Delhi on 1st June 2024.



Capsule session with women informal workers at ISI New Delhi, 1st June 2024

Twelve follow-up sessions aimed to strengthen participants' understanding on gender and gendered roles, the PoSH Act to address sexual harassment at the workplace, the minimum wages act, government schemes and provisions for workers, occupational health, and social security schemes, among others, were conducted with women workers in Badarpur, Bawana and Khadar.



Follow up session in Bawana, 6th July 2024





“मेरी टोकरी में बस सब्जी नहीं है, मेरे सपने भी हैं”

*(My basket holds not just vegetables, they hold my dreams too!)*

--A woman street vendor from Badarpur

“जानकारी ही महिलाओं को मजबूत बनाती है”

*(Information empowers women).*

--A woman street vendor from Bawana



### Anita's story

Anita (name changed) lives in a slum cluster in Camp Bilaspur, with her husband and two children. Since 2023, she has been working in a small factory, earning only Rs.8,000 for ten hours of daily work. In June 2024, she attended a Jagori-organised workshop for women workers on identity and labour rights.

There she learned about minimum wages and the right to a safe and healthy workplace. Anita became more involved with Jagori's sessions and decided to speak to her factory supervisor about the issues. At first, he ignored her and warned her against raising such matters, claiming it could lead to her being fired. Anita stood firm. Anita continued talking to other women in the factory and gradually built awareness.

After a month of sustained effort, the owner agreed to raise her salary by Rs. 500. Though still below the legal minimum, it was a beginning. Anita also noticed that there were no separate toilets for women, and the male workers would loiter around during their use. She raised this issue again with the supervisor, who dismissed her and said, “This is not your factory, go work somewhere else.”

Anita didn't give up. She kept raising the concern and has now encouraged other women workers to demand a separate toilet. While the facility hasn't been built yet, her efforts have inspired others, and the conversation continues.

*Anita is no longer silent. She is not only fighting for her own rights but also motivating other women in nearby factories to speak up.*

### Facilitating access to schemes and provisions through help desks

Through help desks set up by Jagori in three communities, technical assistance was offered to 488 community members including women workers in submitting online applications for citizenship document and welfare schemes including ration card, Aadhar card, E-Shram card, PM Svanidhi scheme, PM Vishwakarma yojana, Jan-Dhan card, and caste certificate, among others. Following table lists assistance provided through help desks in the past year.

**Table 1: Services availed through help-desk**

Services Availed	Number of People	Services Availed	Number of People
Aadhar Card	16	Disability Pension	6
Voter Card	45	Matru Vandana Scheme	2
PAN Card	5	Ujjawalla Scheme	4
Ration Card	45	PMSvanidhi Scheme	12
Ration Card e-KYC	66	Ladli Scheme	5
Labour Card	107	Vishwakarma Scheme	4
E-shram Card	35	Jan Dhan Scheme	5
Death Certificate	7	Delhi Family Benefit Scheme	4
Birth Certificate	12	Opening Bank Account	5
Income Certificate	4	Accessing EFPO	1
Caste Certificate	1	Booking Community Centre	1
EWS Admission	12	Electricity Connection	1
Old-age Pension	29	Information	13
Widow Pension	41		

### Addressing safety concerns of women street vendors

Jagori is one of the leading organisations that highlighted issues of women's safety in public places – urban and rural; it pioneered the design and implementation of Women's Safety Audit (WSA)<sup>1</sup> tool in the country. In continuation of its work on building the capacities of community



Women's Safety Audit by street vendors in Bawana market, 9th August 2024

<sup>1</sup> Women's Safety Audit (WSA) is a participatory tool that is used for collecting and assessing information about perceptions of safety in public spaces. It is a process that brings people together to walk through a physical environment, evaluate how safe it feels, and identify ways to make it safer. This methodology, was developed in Toronto, Canada (1989), by METRAC and has been adapted widely. It is now a global tool. Jagori has pioneered the adaption and usage of the WSA tool in India and has played a critical role in the Safe Cities Agenda in the country addressing women's safety issues since 2005. <https://www.jagori.org/handbook-women%E2%80%99s-safety-audits-low-income-urban-neighbourhoods-focus-essential-services>

women in identifying their safety concerns using the safety audit methodology, this year Jagori trained women street vendors in conducting Women's Safety Audits and in developing route maps for safety audits. Following the training, a team of 8 women street vendors, along with Jagori team, conducted a safety audit in Bawana in August 2024.

Following the safety audit, the group of women street vendors initiated negotiations regarding infrastructure and services with relevant local authorities including Town Vending Committee (TVC) members, functionaries of Municipal Corporation of Delhi (MCD), ward councillors and local Members of Legislative Assembly (MLAs).



Women workers engage with TVC members and MCD personnel on community issues

### Key recommendations from Women's Safety Audit

- Clean public toilets in the market, with free access for women street vendors
- Adequate lighting on roads, and their regular maintenance
- Parks and open spaces, where women and children can relax
- Footpaths on both sides of the roads for pedestrians particularly the elderly, children and disabled
- A permanent, safe area where street vendors can sell their ware without any fear
- Street vendors who set up their stalls by the roadside are forcefully charged money for vending. Action should be taken to prevent this

It is critical that a survey of street vendors be conducted from time to time, so that many more women are enabled to conduct their business with confidence and safety

### Community-led negotiations with local authorities

Between 2024 and 2025, community leaders and members of Nari Ekta Shakti Sangathan (NESS) associated with Jagori took actions towards facilitating women's access to essential services in their communities and at their workplaces. A total of 61 meetings were held in Badarpur, Bawana and Madanpur Khadar - engaging local authorities such as MLAs, ward councillors, MCD officials, Delhi Jal Board representatives, police personnel, ration shop owners, Anganwadi and ASHA workers, and officials from government schemes like PM Kaushal Vikas Yojana, Ujjwala Yojana, and the Ladli Yojana.



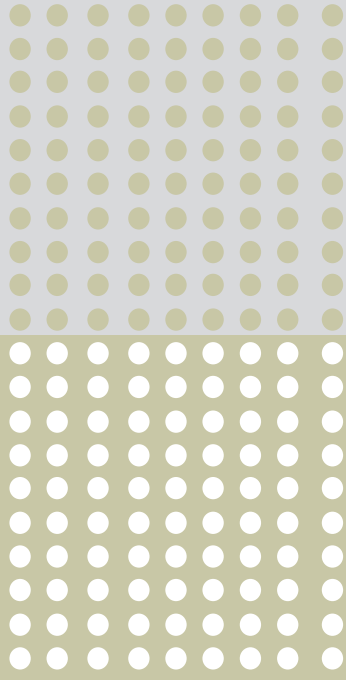
Community-specific engagements reflected local needs:

- **Badarpur (17 meetings)** focused on water supply, new electricity connections, public toilets for women, safety concerns, ration card issues, and access to skill development and welfare schemes.
- **Bawana (27 meetings)** involved extensive follow-ups on voter ID and Aadhaar applications, PDS distribution, Ujjwala Yojana access, vaccination for pregnant women, PM Svanidhi and Town Vending Committee processes, and concerns about the proposed Waste-to-Energy plant.
- **Madanpur Khadar (17 meetings)** addressed vaccination and nutrition through Anganwadi centres, school enrollment, wage disputes of domestic workers, maintenance of drains and public toilets, sanitation failures, and e-KYC requirements for ration cards.

Consistent follow-ups with authorities led to concrete action such as installation of streetlights, construction and maintenance of roads, toilets and drainage, water connection, mohalla (community) buses, among others.



Women street vendors being trained on Women's Safety Audit in Bawana, 9th August 2024



## 2

# Supporting Women Survivors of Violence

Jagori's direct response service for women survivors of violence is grounded in a feminist approach, centring their agency and rights. Through two helplines, four walk-in centres and survivor support groups, Jagori provides access to women facing all forms of violence, including domestic and intimate partner violence, workplace harassment, sexual harassment, and violence in digital spaces through feminist counselling, legal information, referrals to state and non-state institutions, regular follow up calls, rescue and relocation support and accompaniment during interactions with police, legal aid authorities or other services.

### **Helpline and psychosocial support services**

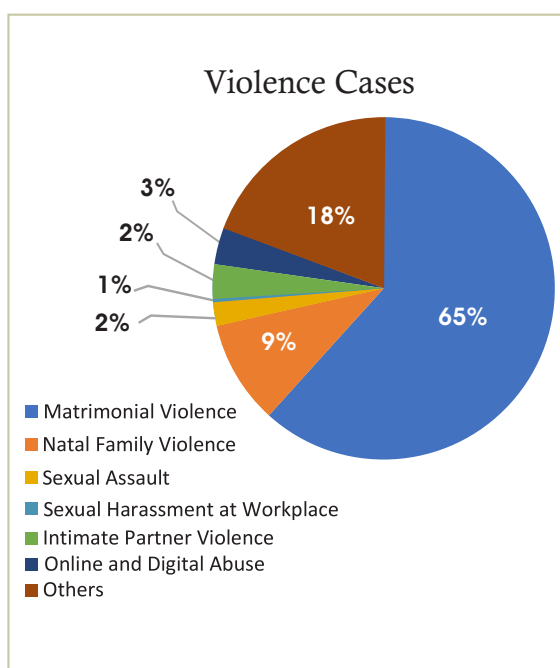
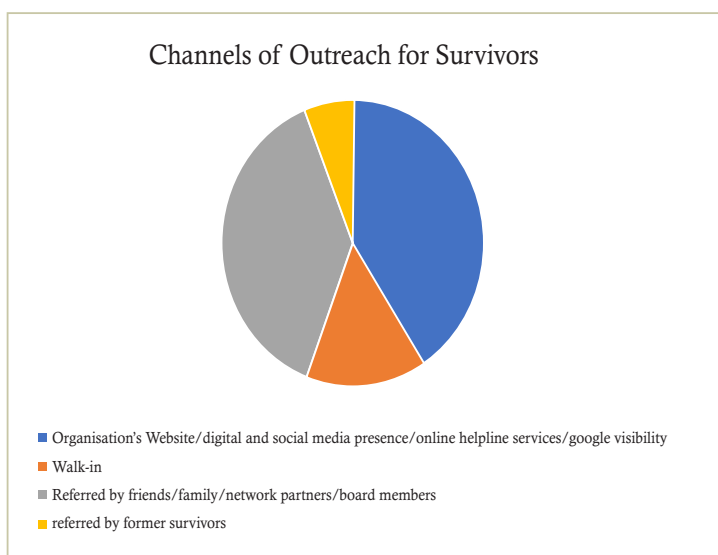
Throughout the year, Jagori continued to provide holistic psycho-social support and feminist counselling services to survivors of gender-based violence (GBV), offering them a safe and empowering space to seek redressal and healing. A total of 730 survivors accessed Jagori's counselling services during this period. Of these, 502 reached out through helplines, 212 visited



the centre in person, and 16 contacted via email. Survivors found out about Jagori through multiple channels, including the website, personal networks, friends, and former clients. A detailed list of all referral channels is provided in pie chart below.

To maintain continuity of care and strengthen survivor resilience, 5021 follow-up calls were conducted during the year—4566 by phone, 429 through in-person visits, and 19 via email. In seven cases, where survivors could not be contacted or were not able to come to office, home visits were made to ensure their wellbeing. Follow-ups are not just procedural tasks but a lifeline – ensuring continuity of care, safeguarding women's emotional and physical safety, and facilitating trust-building.

Based on safety assessment, the team offered accompaniment support to survivors during their interactions with other stakeholders like the police (16 cases), Delhi State Legal Services Authority (DSLISA) (8), Bank (9) and one survivor to partner NGO to facilitate speedy and just resolution.



Between April 2024 and March 2025, Jagori received 523 cases of domestic violence—including 449 related to matrimonial abuse, 71 to natal family violence, and 3 involving live-in partners—alongside 18 cases of sexual assault, 5 of workplace sexual harassment, 17 of intimate partner violence, and 24 of online and digital abuse. Additionally, 143 women approached Jagori in situations that, while not neatly fitting conventional legal categories, reflected deep distress and vulnerability. Collectively, the cases underscore the varied and intersecting forms of violence faced by women, with domestic violence emerging as the most prevalent concern, constituting the majority of all reported cases, as illustrated in the accompanying pie chart.

In alignment with its survivor-centric approach, Jagori referred individuals, as per their needs and choice, to relevant state and non-state actors. These included police departments and specialised units such as the Crimes Against Women Cell and the National Cyber Crime Reporting Portal (367 referrals), helplines of the Delhi and National Commissions for Women (104), Delhi State Legal Services Authority (203), hospitals (30), shelter homes (23), and other partner NGOs (138).

### Ramsha's story

Dr. Ramsha (name changed), a gynaecologist, endured seven years of domestic and emotional abuse. Despite her professional stature, she remained trapped in a violent and controlling environment, primarily out of fear and concern for her special needs son. When the abuse extended to her child, she knew she could no longer remain silent. However, fear of police procedures and legal complications held her back.

On the suggestion of a friend, she reached out to Jagori, where she received counselling, legal advice and reassurance. Within a week, she gathered the confidence to leave her abusive household without confrontation or legal entanglement.

Today, Dr Ramsha has settled into a new job in her hometown, free from abuse and control. She lost her job, savings, and the idea of a family, but has regained peace of mind. She credits Jagori with helping her reclaim her life and sees the organisation as a support system she can rely on. She says-- *"I took drastic steps to pull my son out of abuse because I knew that Jagori's support was just a phone call away."*



*“कई बार मैं हिंसा से निकलना चाहती थी पर कोई समर्थन नहीं मिला था।  
काउंसलर से जब अपने अधिकारों के बारे में पता चला तो अब जीने का मन करता  
है या अपने अधिकारों के लिए लड़ने का भी”*

*(I tried several times to escape the violence, but found no support. But  
then I got to know about my rights from the counsellor, and now I feel  
like living, and also fighting for my rights.)*

-- A survivor of violence



### Engagements with survivor support group

Jagori's survivor-led support group meetings reaffirm the commitment to creating a safe and shared space for survivors to connect, share experiences and build collective resilience. These gatherings play a transformative role in breaking the social isolation many survivors face, fostering solidarity and overall wellbeing of survivors.

This year the annual support group meeting was held at the Indian Social Institute (ISI), New Delhi, on 13th September 2024. It brought together 45 survivors from diverse backgrounds. The session was facilitated by Gauri Janvekar, a Pune-based clinical psychologist, who introduced grounding techniques to help participants manage trauma and build emotional strength.

Support group sessions, with a films and discussion, were held with 84 survivors in Badarpur, Bawana and Madanpur Khadar as part of the 16 Days Campaign to End Gender-Based Violence in November 2024.



Annual support group meeting at ISI New Delhi, 13th September 2024

### Training of Barefoot Counsellors

In order to strengthen community level responses to violence, it was decided to leverage the wisdom and experience of survivors and also their solidarity and commitment, to build a cadre of Barefoot Counsellors who would act as first responders to women facing violence. Jagori selected 24 community women leaders from Madanpur Khadar, Badarpur and Bawana, who had traversed the journey from being victims to survivors and were volunteering their support to other women in their communities. Over two years, they underwent a rigorous training programme comprising six modules that reinforced their perspectives, knowledge, skills and confidence. The final training session with 18 participants was held on 4th April 2024. It focused on the ecosystem of redress mechanisms for VAW and the importance of integrating social, legal and economic interventions.



Barefoot counsellors training at Jagori Shivalik New Delhi, 4th April 2024



A series of seven recap sessions were organised in Bawana (26th November 2024 and 28th January 2025), Khadar (27th November 2024 and 16th January 2025), and Badarpur (1st April 2024, 29th November 2024 and 17th January 2025). These sessions revisited key concepts such as feminist counselling principles, power dynamics and practical strategies for providing survivor support, thereby strengthening the ability to serve as frontline resource persons in their communities.

To familiarise BFCs with institutional mechanisms and enhance coordination with service providers, Jagori facilitated exposure visits. On 16th May 2024, 24 BFCs visited the offices of the DSLSA, the Crimes Against Women (CAW) Cell, and Protection Officers (POs). On 11th September 2024, 18 BFCs were accompanied on a tour of the One Stop Centre at Safdarjung Hospital, New Delhi, where they met the Medical Superintendent and Nodal Officer. Thirteen BFCs visited the Malviya Nagar Police Station to observe the Women's Helpdesk and engaged with duty officers on 24th September 2024. These visits enabled an in-depth understanding on filing complaints, legal procedures, coordination mechanisms and inter-agency protocols to support survivors of violence.

### **Approaches to feminist counselling**

Jagori's ongoing feminist counselling training with practitioners from diverse geographies, aims at fostering feminist perspective among counsellors and strengthening their knowledge and capacities on technical and legal as well as mental wellbeing aspects of psychosocial support services for survivors of violence.

As part of this endeavour, the *Practitioners' Parley*—a knowledge-sharing initiative launched by Jagori in March 2022—continued to serve as a vital platform for building solidarity among feminist counsellors across India. Over the past year, six sessions were organised on three themes related to gender-based violence: the Bharatiya Nyaya Sanhita and its treatment of sexual offences; legal questions concerning women's autonomy and choice in marriage within the context of religion; and a Q&A session addressing recent cases encountered by counsellors in relation to family law and intimate partner violence. These discussions were facilitated by eminent Supreme Court lawyer and feminist advocate Vrinda Grover, and were attended by counsellors representing organisations from nine Indian states. The dialogues enabled participants in deepening their legal understanding and integrating these insights into their feminist counselling practice to better support survivors in their pursuit of justice.

In addition to these sessions, Jagori organised feminist counselling workshops with specific thematic focus. On 14th September 2024, a workshop on suicide prevention was held at the Jagori office, attended by 14 counsellors from Jagori and its partner organisations, including Action India, Dhanak of Humanity, Navsrishti, Noble Cause, Nazariya, and Shakti Shalini. The session addressed critical issues such as early signs of suicidal ideation among survivors, narrative frameworks of crisis, suicide crisis syndrome, and strategies for empathetic intervention. It provided counsellors with practical tools to support survivors experiencing extreme emotional distress and to guide them towards safety and healing. Another two-day workshop organised on 27–28th March 2025, and attended by 21 counsellors, focused on intimate partner violence and personality disorders, emotional regulation and attachment patterns in such cases. These feminist counselling workshops, conducted by clinical psychologist Gauri Janvekar, offered survivor-centric and trauma-informed approaches to counsellors from organisations working on VAW across India.

## Collaborating with partners

Jagori continued to hold the secretariat of the Delhi Chapter of Aman Network, a pan-India collective working on the issue of domestic violence, with a strong focus on survivor-centric interventions and capacity building.

On 22nd May 2024, Jagori participated in an online capacity-building session on supporting the mental health of violence survivors, facilitated by SNEHA Mumbai. The session brought together 28 participants from across the country and focused on strategies for mental health support in domestic violence cases, emphasising trauma-informed care.

Jagori convened a network meeting on 27th August 2024, attended by 10 representatives from eight organisations from Delhi. Participants shared insights into their approaches to documentation, data management, and the processes followed for intervention and survivor follow-up. The meeting also included discussions on participation in the upcoming 15th National Aman Network meeting scheduled in Patna.

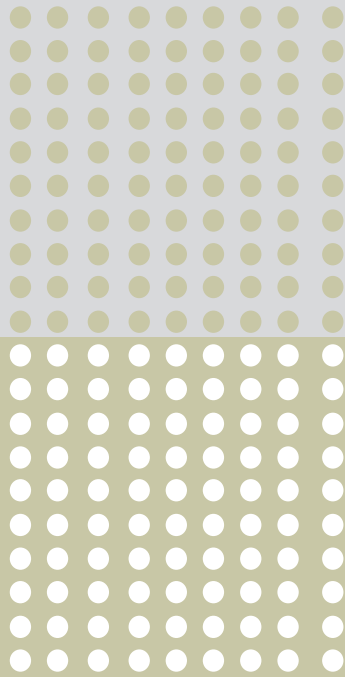
Jagori's Violence Intervention team members, Shalini and Sarita, represented the organisation at the Aman National Meeting held in Patna from 28–30th September 2024, contributing to inter-state dialogue and knowledge-sharing on best practices in addressing domestic violence.

Jagori actively participated as a third-party member in the Internal Committees (ICs) constituted under the PoSH Act for government institutions including the All-India Institute of Medical Sciences (AIIMS), Delhi and the Seema Sashastra Bal (SSB), Ghitorni.



Aman network meeting at Jagori Shivalik Office, 27th August 2024





# 3

## Feminist Research and Knowledge Production

Through action research, Jagori aims to centre women's voices and address critical gaps in conceptual understanding and information while using gender transformative methodologies to inform community interventions. In the past year, Jagori's research and knowledge products primarily focused on issues pertaining to women informal workers – namely the efficacy of the law in addressing sexual harassment at the workplace, and the ways in which the unequal burden of unpaid care work, and safety and mobility challenges impact women domestic workers in Delhi NCR. This year, Jagori's Hindi journal Hum Sabla featured interviews with inspiring women leaders in the informal sector.

### **Access to justice for informal sector women workers: legal provisions in India under the sexual harassment of women at workplace act**

The Gender-Responsive Research and Advocacy through CEDAW (GRACE) Project (2022 to 2025) brought together partners across regions to identify and address concerns related to

gender-based violence within a range of social, political, and cultural contexts using the CEDAW framework. The GRACE consortium comprised International Women's Rights Action Watch Asia Pacific (IWRAP AP), The George Institute for Global Health (TGI), Jagori from India, CEDAW Working Group Indonesia (CWGI) from Indonesia, Kenya Sex Workers Alliance (KESWA) from Kenya, and the Women's Legal Centre (WLC) from South Africa. Given its work with informal sector women workers, Jagori chose to study the implementation of PoSH Act as the entry point for looking at CEDAW implementation.

Jagori opted to examine critical gaps in alignment with CEDAW processes with respect to violence against women at the workplace in the informal sector, especially in terms of their access to legal provisions like Local Committees (LCs) under the PoSH Act 2013. Findings from activities undertaken in the past one year provided insights into existing gaps at the legislation and implementation levels of the PoSH Act.

### **Vishakha Guidelines Witness Seminar**

On 20th July 2024, a witness seminar was organised with the key stakeholders in the formulation of the Vishakha Guidelines (1997); the aim was to retrace the events that laid the foundation for the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and its alignment with CEDAW articles and recommendations (Article 11, Article 24 and General Recommendation 19). Participants included civil society activists, feminist activists, social workers, lawyers and others directly involved with the 1992 Bhanwari Devi vs the State of Rajasthan case and 1997 Vishakha and Others vs the State of Rajasthan case. They helped lay out the history of the key developments related to guidelines which had used CEDAW recommendations. It also highlighted the grey areas within the guidelines in terms of definition of worker and workplace in terms of the diversities of women's informal work.



Witness Seminar at Om Niwas Jaipur, 20th July 2024



*“So, our equality PIL just got stronger. CEDAW (and Recommendation 19) became the backbone of our plea to put the onus on all workplaces to prevent, prohibit, redress and effectively eliminate all forms of workplace sexual harassment and its unequal impact on women. We altered our strategy to include CEDAW and to bolster our position”.*

-- Naina Kapur, Advocate & Lead Counsel, Vishakha vs. State of Rajasthan Public Interest Litigation(PIL)



### Understanding gaps & concerns on POSH

Between 2023 and 2025, Jagori conducted KIIs with civil society advisers, women rights' activists, labour-union leaders, academicians, and state human rights institutions, to examine the experiences of informal sector women workers including women domestic workers, Asha workers, migrant workers, zari workers, agricultural workers, sex workers, and women with disabilities in the informal sector across 8 states (Delhi NCR, Gujarat, Karnataka, Maharashtra, Rajasthan, Telangana, Uttar Pradesh and West Bengal). Key issues that emerged from these interviews include:

#### *Gaps in awareness and information sharing*

Women informal workers do not know of the PoSH Act and the existence of LCs. Officials at the district or state levels who are responsible for constituting and monitoring LC mechanisms are not aware of their roles. There is limited knowledge about the use of CEDAW as a tool to address these challenges.

#### *Barriers in the legal framework*

The legal framework lacks clear guidelines for the constitution and functioning of LCs, leading to several implementation challenges, including delay in setting up LCs, inadequate resources, ad-hoc responsibility and lack of training and sensitisation. There is no uniform process for constituting LCs by District Officers (nodal officers for appointment and functioning of LCs), especially in rural and peri-urban areas where informal work is concentrated. Prevention mechanisms are also not in focus, making women workers vulnerable to discrimination and violence. Many informal workers (domestic workers, street vendors) do not have a single identifiable employer complicating the application of the law. It is also difficult to establish accountability due to the lack of formal employment contracts.



*“I think the mechanism has been more focused on occurrence, and after occurrence, the pre- occurrence part was already missing. So, the PoSH Act needs to be revised and has to be included in the labour codes under the occupational safety acts.”*





*Preference for alternate redress mechanisms*

Lack of access to institutional redress mechanisms logistical challenges, absence of free legal aid, prolonged inaction, fear of retaliation and loss of livelihood make women seek alternate forms of redress, including RTIs, unions, disability commissions, police, and informal networks to pursue justice.

*CEDAW reporting and implementation*

India's official country report to CEDAW was last submitted in 2012. Women's organisations have actively contributed to shadow reports, highlighting critical and intersectional issues.

“

*“When they speak for their rights, they are fired and not given their salaries.”*

-- (KII\_15)

”

### **Care work, safety & work participation: challenges of women domestic workers in Delhi NCR**

During 2024 and 2025, Jagori undertook a research to explore the interconnected challenges faced by WDWs in the informal sector, with a particular focus on how unpaid care responsibilities, unsafe public spaces, and the unavailability of affordable and reliable transport influence their work participation and safety. This study, in collaboration with Nikore Associates, sought to address a largely under-researched and often invisibilised dimension of urban informality—the systemic barriers that limit women's economic participation and mobility in cities like Delhi NCR, especially in case of women domestic workers - the key actors within India's care economy.

A survey was conducted with 270 WDWs from South Delhi, South East and South West Delhi, Gurgaon and Faridabad. Women's Safety Audits were undertaken along four routes across Delhi NCR, identified as high-risk routes by local domestic workers who take these routes on their way to work and union leaders active in the area. Findings were presented at the 65th Indian Society of Labour Economics (ISLE) Conference in Bangalore on 10th January 2025.



Women's Safety Audit at Kirti Nagar West Delhi, October 2024



Survey of WDWs in Kirti Nagar New Delhi, October 2024

Evidence from Delhi’s women domestic workers

Key Findings

Impact of unpaid care work on paid work opportunities for WDWs

- 6.2 hours spent daily on unpaid domestic work and 2 hours on childcare
- 53% of respondents stated that their unpaid care duties interfere with their paid work
- 63% believed they could take on more paid work if household care duties were better distributed

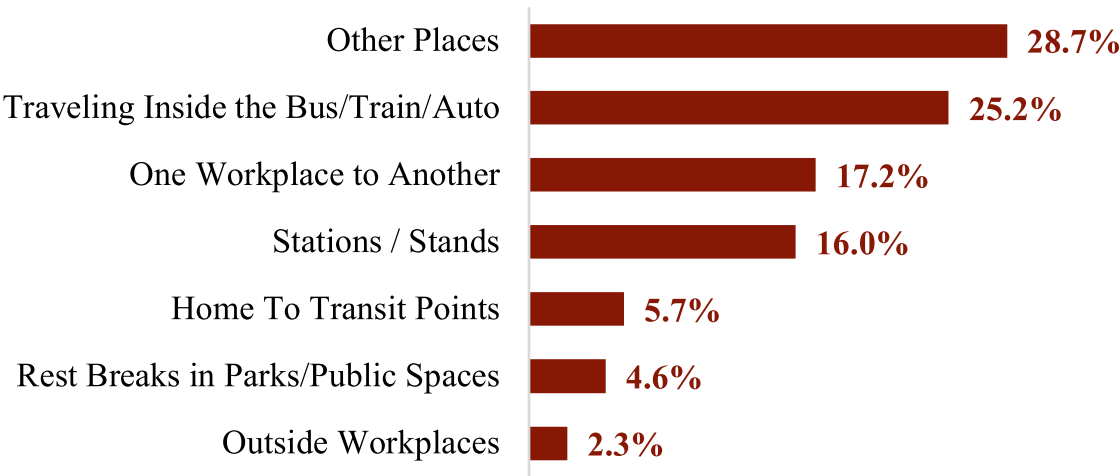
Mobility and transport

- 79% of domestic workers walk to work, reflecting a high degree of localised employment due to affordability and safety concerns

Experiences of violence and harassment

- 24% WDWs reported experiencing sexual harassment in the past 2 years
- 65% respondents feel “very unsafe” while commuting at night

Places where domestic workers experienced sexual harassment



■ Percentage of domestic workers

“

“बाहर भी करो फिर भागम भाग घर में भी करो”  
(We work outside and then run around the clock at home as well)  
-- WDW from Madanpur Khadar

”





“ऑटो में जाने के पैसे ही नहीं हैं, पैसे होते तो धूप और बारिश में दिक्कत नहीं आती”  
*(I cannot afford to take an auto. If I had money, the sun and rain wouldn't be such a problem)*

-- WDW from Gurgaon

“फोन छीन लेते हैं। यहां पर ऐसा होता रहता है। लड़के लोग छेड़ देते हैं, भागो तो पीछा करने लगते हैं।”

*(They snatch phones. This keeps happening here. Boys harass us—if we run, they start chasing us.)*

-- WDW, Kirti Nagar

“अगर यहां रोशनी हो जाती तो मैं और काम कर पाती”  
*(If there was lighting there, I could have done more (paid) work.)*

-- Women worker, Chakkarpur



### **Rapid Assessment: ‘Beyond Restrooms: Understanding the Educational and Social Ramifications of Inadequate Toilet Access for Girls in Jharkhand’**

In 2024, Jagori disseminated findings from its study on access to toilets for school going girls in Jharkhand. This rapid assessment was conducted in 154 schools across seven districts of Jharkhand, with support from members of the Mahila Suraksha in Panchayat (MSP) Core Group. The research aimed to assess the availability, functionality and impact of sanitation infrastructure on girls’ enrolment and retention in schools. Findings revealed that only 24.6% of schools had dedicated cleaning staff, while 57.1% relied on students to clean toilets, compromising hygiene and safety of adolescent girls. Over 83% of schools lacked access to sanitary napkins, forcing girls to manage menstruation with limited support; 50.6% of students reported staying home during their periods. 37% of girls raised safety concerns while using toilets in schools - citing broken doors, lack of lighting, and other concerns. Furthermore, 12.3% of schools reported dropout of girls owing to the lack of proper facilities in the school toilets.

Jagori’s approach to feminist knowledge production also explored the use of new communication materials to disseminate less-discussed issues. Two animation videos created this year focused on the occupational health hazards and safety of women domestic workers; and the importance of organising Mahila Sabha for integration of a gender lens within panchayat activities.

### **Stakeholder consultation on PoSH Act and LCs**

On 22nd January 2025, Jagori organised a two-day consultation ‘PoSH Act and LCs: Let’s Take a Pause’ with experts and activists working on violence against women at informal workplaces including lawyers, researchers, civil society organisations (CSOs) and union leaders. The objective



Consultation on 'PoSH Act and LCs: Let's Take a Pause' at Carina Beach Resort Goa, 21st January 2025

was to feed into the findings from the Key Informant Interviews and the Witness Seminar. It served as a platform for collectively identifying ground-level challenges of PoSH implementation, along with gap areas within the legal framework. Participants also formulated strategies to strengthen the implementation of LCs under the PoSH Act towards ensuring a safe and inclusive work environment for informal sector women workers.



Consultation on 'PoSH Act and LCs: Let's Take a Pause' at Carina Beach Resort Goa, 22nd January 2025



## Report launch: 'Navigating Care Work, Safety and Informality in Urban India: Evidence from Delhi's Women Domestic Workers'

Report of this research was launched on 26th March 2025. The launch event provided a space for dialogue bringing together 67 key stakeholders, including women domestic workers, representatives from the Ministry of Labour and Employment (MoLE) and the National Institute of Urban Affairs (NIUA), labour and gender rights practitioners, CSOs working on women's safety and informal women workers, researchers, union leaders, and others. The keynote speakers—Dr. Pravin Kumari (Advisor, Ministry of Labour and Employment),



Launch of research report 'Navigating Care Work, Safety and Informality in Urban India: Evidence from Delhi's Women Domestic Workers' at IIC New Delhi, 26th March 2025

Dr. Mukta Naik (Lead – Policy, Centre for Sustainable Urban Livelihoods, NIUA), and Dr. Kalpana Viswanath (Founder and CEO, Safetipin) highlighted the importance of integrating gender lens into urban planning and creating social security provisions for informal women workers. Women domestic workers shared their challenges at home, at their workplaces and at public spaces endorsing the fact that safety, freedom of mobility, and decent working conditions are their rights as workers and as women.

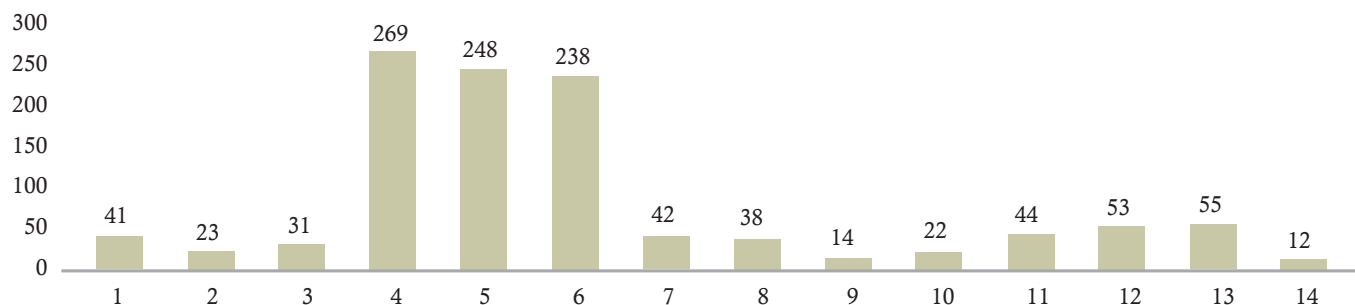


Women domestic workers speak at the report launch, IIC New Delhi, 26th March 2025

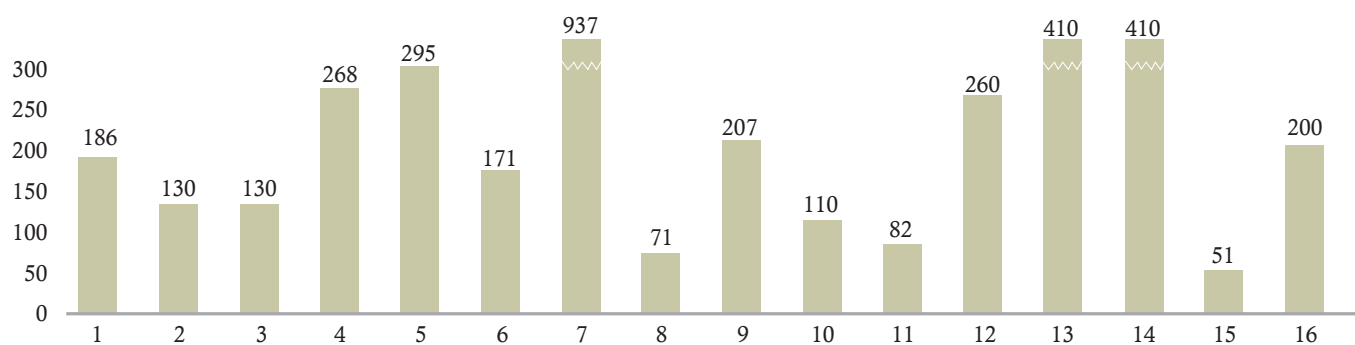
The collage features several items from Jagori: 
- Top left: A poster for International Women's Day (16 June) with Hindi text about women workers.
- Top center: The 'ANNUAL REPORT 2023-24' cover with a geometric pattern and 'JAGORI 40 YEARS'.
- Top right: A slogan 'We are not slaves, We are WORKERS!' next to an illustration of a woman worker.
- Middle left: A review of the magazine 'हम सबला' (Ham Sabla), mentioning its focus on women workers' stories.
- Middle center: A 'Jagori Planner 2025' featuring illustrations of diverse women.
- Middle right: A collection of small booklets or pamphlets, some titled 'SINCE HISTORY HAS ignored us...' and others with slogans like 'We are not Slaves, We are WORKERS!'.
- Bottom left: A poster for a 'Feminist Counselling Workshop' on personality disorders and violence in intimate relationships.
- Bottom center: A flyer for 'Capacity Building Training for Panchayat Secretaries' dated January 16, 2025, at Niradesh Training Centre.
- Bottom right: Another review of 'हम सबला' magazine, highlighting its role in amplifying women workers' voices.
- Various logos are present, including Jagori's own logo and the Aga Khan Foundation logo at the bottom left.



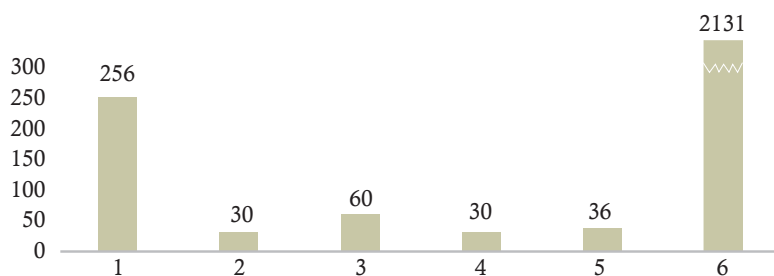
Sl. No.	Publication	Qty. (Pcs)	Sl. No.	Publication	Qty. (Pcs)
1	Aao Miljul Gayen (Song Book)	41	8	Understanding Gender	38
2	Kash! Mujhe Kisi Ne Bataya Hota!!	23	9	Exploring Masculinity	14
3	Laughing Matters (Hindi)	31	10	Feminism and its Relevance in South Asia	22
4	Bhala Ye Gender Kya Hai?	269	11	What is Patriarchy	44
5	Mard Mardangi Aur Mardwad	248	12	What is a Girl? What is a Boy?	53
6	Pitrsatta Kya Hai?	238	13	If Only someone had broken the silence!	55
7	Kinaron Par Ugti Pehchan	42	14	Laughing Matters (English)	12



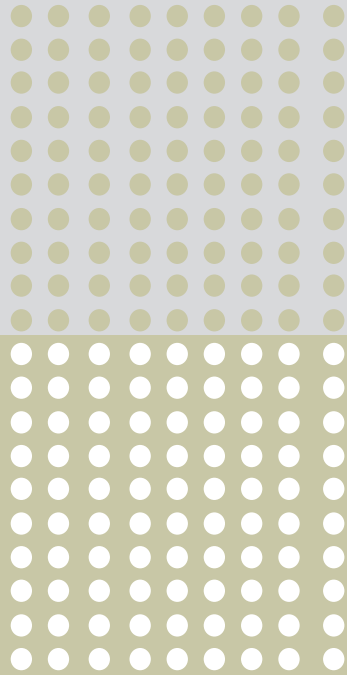
Sl. No.	Publication	Qty. (Pcs)	Sl. No.	Publication	Qty. (Pcs)
1	Hinsa Se Pareshan Ho?	186	9	Notebook (Safarnama)	207
2	Canvas bag (Befikr Rahen, Hum Bhi Chahen)	130	10	Ribbon	110
3	Canves bag (We are not slaves, we are workers!)	130	11	Post card (Mahila Hinsa ki Roktham ke Liye Jaroori Hai..)	82
4	40 years archive book	268	12	Parcha for Delhi (Aage Bado or Mahila Hinsa ke Khilaf..)	260
5	40 years notebook	295	13	Parcha (Har Gram Sabha Se Pahele Ho Mahila Sabha..)	410
6	40 years bag	171	14	Post card (Hinsa Mukht Panchayat Hai Surakshit..)	410
7	Planner 2025	937	15	Purushon Ke Sath Gender Karyashala	51
8	Planner 2024	71	16	Book mark (Domestic Workers)	200



Sl. No.	Publication	Qty. (Pcs)	Sl. No.	Publication	Qty. (Pcs)
1	Cotton dupatta	256	4	T-Shirt (Savatribai Phule)	30
2	Jute bag	30	5	T-Shirt (Befikr Rahen, Hum Bhi Chahen)	36
3	Hum Sabla (On key schemes by the Central and State Governments of Delhi, Haryana and Jharkhand 2021)	60	6	Hum Sabla (Stories of struggles by women workers over the last century and interviews with women leaders.)	2131







# 4

## Promoting women's leadership in local governance

Jagori has been working since 2022, in collaboration with the Aga Khan Foundation (AKF) India, to enhance the leadership capabilities of EWRs in Panchayati Raj Institutions across one district each in Bihar and Uttar Pradesh. In Bihar, the initiative reached 30 panchayats in four blocks of Muzaffarpur district. These panchayats include 30 sarpanch and 30 mukhiya, bringing the total to 60 EWRs. In Uttar Pradesh, the project is being implemented in Bahraich district, spanning two blocks with 30 panchayats, each led by a Pradhan or EWR.

The aim was to build on the agency and leadership of EWRs equipping them with knowledge, skills, and tools to engage effectively in local governance and to integrate gender lens and women's safety issues within the panchayat's agenda and budgets. The initiative also fostered multi-stakeholder engagement through regular trainings, community meetings, and collaborations

with village chowkidars, panchayat secretaries, leaders of Self-Help Groups (SHGs), Aajeevika members, Community Level Federations (CLFs), Block Development Officers (BDOs), and members of School Management Committees (SMCs).

This year Jagori's interventions focused on promoting the active participation of women within local governance systems and advocating for inclusion of women's safety in the local development agenda. Jagori also invested in building an in-depth understanding of its team around Panchayati Raj Institutions, resource allocations and Gram Panchayat Development Plan (GPDP).

### **Promoting gender transformative local governance in Bihar and Uttar Pradesh**

During the year, four training sessions were conducted with panchayat stakeholders from Bihar and UP. Two-day joint capacity-building trainings were held with 18 Sarpanchs (EWRs) and 20 Chowkidars in Muzaffarpur on 3rd September 2024, and with 11 Pradhans (EWRs) and 24 Chowkidars in Bahraich on 12th September 2024. The sessions aimed to enhance coordination between EWRs and Chowkidars, promote the formation of social security committees, and nurture joint strategies to prevent violence against women. Participants were also guided on submitting formal requests to relieve Chowkidars from police duties to allow them to fulfil their panchayat responsibilities more effectively. The sessions highlighted Chowkidars' evolving roles as panchayat-level governance actors and their participation in community safety and justice systems. The session also provided orientation on identifying and addressing gender-based violence (GBV) in local governance settings.



Capacity building training with EWRs and Chowkidars in Muzaffarpur, 3rd September 2024

Another one-day capacity-building workshop for 12 Mukhiya (EWRs) was held in Muzaffarpur on 4th September 2024. The training focused on the role of EWRs in organising Mahila Sabhas with adequate quorum and ensuring the inclusion of women's voices in decision-making. Through participatory tools, participants reviewed their leadership progress, discussed strategies to make their panchayats child marriage-free, and examined gender-responsive budgeting practices. The importance of establishing standing committees and publicly displaying the panchayat budget for transparency was also emphasised.

Capacity-building training was conducted for women leaders, including ward members, SHG members, Ajeevika members, and panchayat representatives, on 17th January 2025 in Muzaffarpur with 45 participants and 28th January 2025 in Bahraich with 41 participants. These sessions enhanced understanding of the 73rd Constitutional Amendment and the roles and responsibilities within the Panchayati Raj system. The importance of organising Mahila Sabhas prior to Gram Sabhas was emphasised to ensure gender-responsive planning. Discussions also included key government schemes such as MGNREGA, ICDS, and Swachh Bharat Mission, with interactive activities fostering collective leadership and solidarity among grassroots women.

To strengthen administrative and governance capacities, training for panchayat secretaries (Sachivs) was held on 16th January 2025 in Muzaffarpur and 29th January 2025 in Bahraich with 36 participants. The sessions aimed to deepen understanding of central and state-level budget flows to panchayats and equip participants to support gender-inclusive planning. The importance of the Localised Sustainable Development Goals (LSDGs) was highlighted, with practical guidance on developing GPDPs, issuing official letters, and supporting active engagement of EWRs in village governance. The sessions emphasised the secretaries' crucial role in creating safe and inclusive villages through proactive, participatory administration.

### Reflections on Impact

The project has led to notable shifts in local governance, with EWRs increasingly asserting their roles and responsibilities within Panchayats. In 2024–25, 100% of EWRs led the Independence Day and Republic Day flag hoisting, a powerful symbol of their growing leadership. There has been a substantial improvement in the adoption of women- or child-friendly themes in Gram Panchayat Development Plans (GPDPs)—19 out of 30 Panchayats in Bihar selected such themes in 2024–25 and 13 out of 30 Panchayats in Uttar Pradesh did so. Budgetary allocations have also become more gender-responsive; 25 Panchayats across both states increased their budgets, directing funds toward menstrual hygiene, street lighting, construction of separate public toilets for women, health camps, awareness camps on violence against women and girls (VAWG), and infrastructure for persons with disabilities.

The project has further contributed to the formation of active social security and standing committees, greater participation of women in Mahila and Gram Sabhas, and the organisation of 87 Mahila Sabhas, where women collectively raised and prioritised gender-specific issues. Marginalised women are now accessing more livelihood opportunities, and critical infrastructure such as health centres, computer centres, and community toilets has been developed. Importantly, Chowkidars have begun to redefine their identity as Panchayat-level workers (where earlier they identified as the workers in police) - strengthening coordination with EWRs and supporting justice processes within villages—signalling a critical institutional shift driven by sustained engagement and capacity building.



Capacity building training with CBO leaders in Bahraich, 28th January 2025

“

“मैं मुखिया हूँ। मुखिया के पति को मुखिया क्यों बोलें? ये हिंसा है औरतों के खिलाफ”  
(I am the elected representative, why call my husband the elected representative?  
This is violence against women).  
-- EWR, Bihar

“मेरी पहचान मेरे नाम से है, ना कि पति या ससुर के नाम से”  
(My identity is by my name and not in the name of my husband or my father-in-law)  
-- EWR, Bihar

“मैं प्रधान हूँ और प्रधान ही बनना चाहती हूँ। मैंने काम किया है,  
अब विश्वास है कि लोग वोट देंगे”  
(I am the Pradhan and want to remain so. Now that I've worked,  
I believe people will vote for me)  
-- EWR, UP

”



### Mayanandani Devi's story

Mayanandani Devi, a matriculate and former Anganwadi worker from Muzaffarpur district, left her job to contest the panchayat elections. After assuming office, she worked on issues such as school infrastructure, safety for women, unemployment, sanitation, and roads. Through capacity-building trainings by Jagori and AKF on governance, planning, and development, she began focusing on the needs of women, children, and other marginalised groups.

She integrated these concerns into the Gram Panchayat Development Plan (GPDP). This led to the construction of a higher secondary school with computer and smart classrooms, a gym, and a playground. She facilitated boundary wall and sanitation work in seven out of eight panchayat schools. One school was nominated for the Pradhan Mantri School for Rising India Scheme. Maya also ensured the reopening of a primary school in a scheduled caste hamlet that had remained shut for over two decades due to land encroachment. Other work under her leadership included construction of a community hall, health centre, ponds, roads, and resting spaces. In 2024, she adopted a 'child-friendly' theme for the panchayat, and in 2025, a 'women-friendly' one. By organising regular village-level, ward-level and women's assemblies, she ensured greater community engagement and increased women's participation in decision-making.

### Rukama Devi's story

In a Gram Panchayat of Mihipurwa Block, Bahraich district, the production and sale of illicit liquor had become a long-standing issue. Many households were affected as alcohol consumption among men and youth increased. This led to frequent domestic violence, financial strain, and growing insecurity for women and children.

The trainings by Jagori and AKF had equipped the EWR, Rukma Devi (name changed), and SHG women with knowledge about legal rights, governance processes, and strategies for community participation. With Rukma Devi in the lead, the women rallied together, informed other panchayat stakeholders, and convened meetings with individuals involved in the liquor trade. They also reported to the local police, following which, raids were conducted, and within a short time, the production and sale of illicit liquor were brought to a halt in the village.

The change was visible. With liquor outlets shut down, instances of domestic violence decreased. Women and children reported feeling safer. They recognised their ability to challenge social issues through collective action and dialogue with governance structures.

## Creating an enabling environment for women and girls in Haryana

As part of the ongoing efforts to foster community awareness and promote stakeholder engagement for creating an enabling environment for women and girls' safe mobility in 4 villages (Khor, Baspadamka, Nanukalan, Bhorakalan) and 2 towns (Pataudi and Haileymandi) of Pataudi Tehsil, Haryana, Jagori team interacted with 1772 persons comprising 627 women, 246 girls, 530

men and 369 boys. These interactions facilitated the building of 468 new connections with local residents. The dialogues focussed on unpacking local perceptions and beliefs around women's safety and mobility, while also introducing feminist perspectives on gender, patriarchy, education, employment, health, and women's rights.

The Jagori team also met with a group of 63 single women and shared information about relevant government schemes. The women were also informed about opportunities provided by business startup programs for women, offered by Etasha Society, and the business loans provided by Pure India Trust.

### **Community meetings and capacity building sessions**

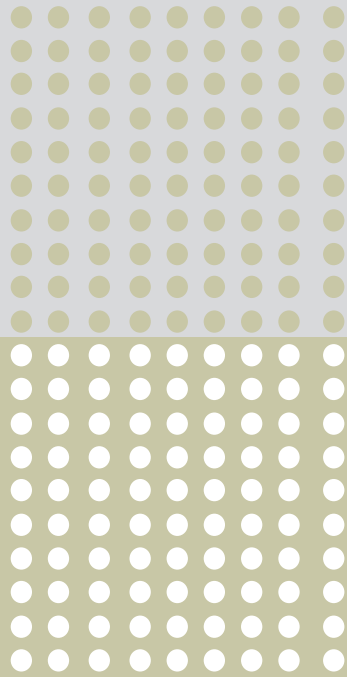
In 2024, Jagori conducted five community meetings and workshops. Participants included single women, youth, and panchayat functionaries. Topics covered: women's health with a focus on anaemia, collective building and peer support among women, gender roles and responsibilities among youth, and leveraging panchayat budgets for women's safety and mobility.

### **Engagement with local governance bodies and service providers**

During this year the Jagori team held 16 stakeholder meetings across villages in the Pataudi block and municipal corporations. These engagements involved panchayat functionaries, ward members and councillors, members of school management committees, and ASHA and Anganwadi workers. Discussions included various themes, including integration of recommendations from recent women's safety audits in the GPDP, follow-up of VAW cases, women's safety and mobility, girls' education, nutrition and vaccination.



Capacity building workshop with Panchayat functionaries in Pataudi, 20th August 2024



# 5

## Networking and Joint Actions

Jagori has consistently worked to strengthen feminist solidarity by building networks, fostering alliances and creating spaces/platforms for collective action. Through initiatives such as the Sangat network, Jagori has collaborated with diverse organisations, activists, and practitioners, among others, to advance gender justice and women's rights. By actively participating in national, regional and global learning events as well as awareness raising events, Jagori has contributed to amplifying feminist voices, mobilising communities and advocating for a just and equitable society.

### **The Jagori - Sangat Project**

The Jagori - Sangat project aims towards building a just and equitable society rooted in feminist values. It serves as a transformative space that promotes gender equality at the intersections of women's rights, poverty, sustainable development, livelihoods, and other critical issues. Through its key activities—capacity and perspective building, awareness generation, and networking—

this project aims to raise feminist consciousness and foster solidarity among individuals and organisations. The initiative also seeks to deepen awareness on issues such as violence, health, education, and development, supporting both individual and collective empowerment of women and marginalised communities.

### **Capacity building initiatives**

During the reporting period, two regional feminist capacity-building courses were conducted with the aim of deepening understanding of gender justice, human rights, and sustainable development among grassroots activists and development professionals.

- The 17th regional course in Tamil was organised in collaboration with Ekta Resource Centre for Women from 12–21st December 2024 at the Palloti Centre, Madurai. The course was attended by 20 women participants from eight districts of Tamil Nadu. Designed to strengthen feminist perspectives in grassroots strategies, the course included sessions on gender, patriarchy, intersectionality, autonomy over one's body and health, prevention of violence against women, and gender budgeting. It also included a historical overview of the women's movement and discussions on national and international frameworks such as the Beijing Platform for Action and the Sustainable Development Goals (SDGs).
- The 14th regional course in Hindi was held from 20–30th December 2024 at the Jagori Rural Charitable Trust in Rakkar, Himachal Pradesh. Participants comprised 27 practitioners representing 11 organisations from different states of India and working on issues such as domestic violence, human rights, and violence against women and girls. Sessions initiated with discussions on the distinction between sex and gender, followed by the concept of patriarchy and its links with societal institutions.

### **Alumni meetings**

In response to the evolving socio-political context around gender and development, Jagori, under the Sangat initiative, facilitated three regional alumni meetings to reconnect with past participants and provide a platform for collective reflection and learning.

- The first alumni meeting was jointly organised with the Jagori Rural Charitable Trust in Dharamshala, Himachal Pradesh from 10–13th August 2024. It brought together 32 participants representing 16 organisations from six north Indian states. The sessions revisited core gender concepts and provided space for sharing field experiences and ongoing challenges.
- The second alumni meeting was held from 11–13th September 2024 at the ICSA Paripurna Centre, Guindy, Chennai in collaboration with Ekta. It was attended by 32 women – working across districts of Tamil Nadu and Telangana. The sessions focused on evolving gender dynamics and the need to refine programmatic strategies to suit the local context.
- The third meeting was jointly organised with Swayam from 5–7th November 2024 at Diamond Harbour, West Bengal. It was attended by 34 participants from 20 organisations across Eastern India. Discussions covered topics including recent legal developments related to violence against women, the discussions around the Uniform Civil Code (UCC), gender and sexual identities, non-traditional livelihoods, digital safety and technology-facilitated violence, and feminist responses to climate change and environmental challenges.



### Reflections on Impact

Across all three locations, alumni shared the influence of the Sangat workshops on their lives and work. In Tamil Nadu, participants reported using feminist tools to promote women's leadership in local governance, address reproductive health, engage boys in community dialogue, and use cultural forms like traditional songs and plays to address gender issues. Participants also shared how they had encouraged male involvement in domestic responsibilities and supported girls in pursuing education and employment.

In West Bengal, several participants had started their own NGOs after the Sangat workshop; they took to creating safe spaces, supporting survivors, and challenging patriarchal norms in rigid communities. Some men described how the workshop helped them unlearn patriarchal behaviour and adopt gender-sensitive practices in personal and professional settings. Participants noted that the Sangat training helped them build strong peer networks and explore collaborative strategies.

### **Cultural events**

Jagori organised several events to spark dialogues and strengthen feminist consciousness. Through films, cultural events and creative expression these spaces bring together diverse audiences to engage on themes of gender, patriarchy and solidarity.

- To commemorate 40 years of Jagori and 25 years of Kriti Film Club, the fifth edition of the Beyond Borders Feminist Film Festival was held on 30th November 2024 at Alliance Française de Delhi. Organised as part of the 16 Days of Activism against Gender-Based Violence and to mark South Asian Women's Day, the festival was curated around 14 feminist themes drawn from the songs and slogans of Jagori's founder member Kamla Bhasin. Over 400 people attended, including women and youth from communities linked to six grassroots organisations including Jagori. Participants engaged in conversations with filmmakers, and the event facilitated dialogue on themes like bodily autonomy, patriarchy, and resilience. Jagori team members felicitated filmmakers with bandhani dupattas. Online presence was registered through film trailers, lineups, and snippets posted across platforms.



Beyond borders film festival at Alliance Française de New Delhi, 30th November 2024

- On 17th December 2024, Jagori hosted a dance performance at Sai Auditorium, Delhi, which was attended by around 160 people.

“

*“My favourite themes were ‘My body, My choice’ and ‘Smash Patriarchy’.  
The films in this theme were bold and I think I connected to these themes the most.”*

*“Thank you for curating films that inspire when the going gets tough.”*

*“This festival helps ask the right questions. The films make you stop and think about  
how much misogyny you have internalised.”*

*“I brought young girls living in an NGO home, who are also artists.  
The films showed so much resilience in the face of social pressures and left us  
motivated.”*

”



Dance performance at Sai Auditorium New Delhi, 17th December 2024



## Events

### Sixteen Days Campaign to end Gender-based Violence

- In November 2024, Jagori organised support group meetings in all three communities, using the short film 'Juice', which explores the dynamics of domestic violence, followed by sharing of experiences:
  - \* 26th November at Bawana with 20 survivors
  - \* 27th November at Khadar with 36 survivors
  - \* 29th November at Badarpur with 28 survivors
- An Open Street Audit Mapping (OSAM) exercise was held on 7th December 2024 in Bawana. This participatory event shared WSA findings with the local community and created space for collective dialogue on safety concerns. Over 200 residents engaged with the team, and many pledged to support actions for advancing women's safety and for improved community infrastructure through signature campaigns. The event was attended by the local representative (Member of the Legislative Assembly) and RWA member, who listened to the concerns raised and committed to addressing them. Jagori also distributed copies of Hum Sabla magazine to the attendees.



OSAM in Bawana, 7th December 2024

## International Women's Day 2025 celebrations

- On 6th March 2025, Jagori organised an International Women's Day event at Harijan Chaupal in Khor village, Pataudi, which saw active participation from 54 women and 8 girls. The gathering provided a space for collective reflection on women's rights, leadership, and the importance of safety in public spaces.
- On 7th March 2025, the Jagori Director participated as the chief guest in a Women's Day celebration organised by the Delhi Roundtable (DRT) on Solid Waste Management at ISI, New Delhi. The event honoured the experiences and resilience of women waste pickers and brought together around 100 waste pickers. Through discussions, performances, and storytelling, the programme amplified their voices, highlighting the challenges they face.



Celebration of International Working Women's Day at Khor Pataudi, 6th March 2025

- On 7th March 2025, the Community Team organised an International Women's Day event at Baba Mola Park, Molarband, Badarpur, with the participation of 120 women from Bawana, Khadar, and Badarpur. The event celebrated women's leadership across sectors and encouraged collective action on pressing issues through engaging games and exercises.



Celebrating International Women's Day in Badarpur, 7th March 2025



- On 8th March 2025, Jagori, in collaboration with various other women's organisations, celebrated International Women's Day at Connaught Place with speeches, songs, dances, and a nukkad natak (street play) showcasing women's endeavours and achievements. The vibrant event drew participation from over 200 women representing diverse women's groups across Delhi.

### Creating spaces for collective action

Jagori has consistently fostered platforms for dialogues, reflections and joint strategising, bringing together diverse voices to strengthen feminist perspectives and action. These spaces serve as opportunities to share experiences, build solidarity and shape rights-based intervention that address pressing but usually neglected intersectional concerns of women and marginalised communities.

- A two-day consultation titled 'Co-Creating Future Possibilities and Challenges of Working with Adolescent Girls of Jharkhand' was held on 15–16th April 2024 at Hotel Genista, Ranchi. Organised by Jagori, it brought together CSO representatives from 16 districts to discuss key concerns such as child marriage, trafficking, education, safe migration, sanitation, mental health, and gender-based violence. Emphasising feminist, intersectional, and trauma-informed approaches, the consultation called for collective strategies, stronger girls' leadership, and supportive ecosystems through community engagement and local governance.
- On 22–23rd August 2024, the Jagori organised a two-day national consultation on the occupational health of domestic workers at the India International Centre (IIC), New Delhi. The consultation brought together 53 participants from various organisations. Discussions aimed to deepen the understanding around occupational health of domestic workers, drawing from Jagori's study, and explore ways to incorporate these concerns into the proposed Domestic Workers' Bill.



National consultation on occupational health of domestic workers, IIC New Delhi, 22nd August 2025

- On 11–12th November 2024, Jagori commemorated its 40th anniversary with Solidarity as its central theme. The celebrations began with an evening of reminiscences and camaraderie with founders and co-travellers, and the launch of its archival publication - 'Jagori Alphabet Book: S for Solidarity' on 11th November at the India International Centre (IIC), New Delhi. On 12th November, a conference titled 'Feminist Solidarity: Then and Now' was held at the India Habitat Centre, New Delhi.



40th Anniversary Celebration 'Feminist Solidarity: Then and Now' at New Delhi, 11–12th November 2024

The conference focused on the building blocks of feminist solidarity and the evolution of the women's movement in India, the current challenges and the pressing need for collective actions. More than 200 participants attended both events, celebrating Jagori's legacy. A key highlight was a lively dance performance by the Jagori team, with the audience singing along.



Conference on 'Feminist Solidarity: Then and Now' at New Delhi, 11–12th November 2024



- The second national consultation on single women titled ‘Single But Not Alone’ was held on 19–20th November 2024 at YOIS Hotel Udaipur, Rajasthan. The event built upon an earlier consultation held in February 2024 in New Delhi. A total of 32 participants attended, representing a cross-section of identities including Christian and Muslim women, transwomen, sex workers, widows, and others. Participants came from across India, including Delhi, Jharkhand, Mumbai, Bihar, Rajasthan and North-Eastern states. The consultation focused on the diverse and multifaceted challenges faced by single women and the importance of inclusive, rights-based frameworks. It emphasised the need for collective action and community-led solutions to advance financial independence and social recognition for single women.



National consultation on single women at Yois Hotel Udaipur, 19th November 2024

- Jagori participated as the logistics partner for a national convening of 19 grantee organisations of The Global Fund for Women in March 2025. The gathering fostered a movement-led approach through cross-learning, solidarity, and strategy-building with organisations working with women domestic workers across India.

### Participation in events

Jagori has been actively participating in and organising a range of local and global consultations, conferences, roundtables, and learning exercises focused on gender equity, labour rights, women's safety in public and private spaces and feminist leadership. These engagements provided opportunities for cross-learning.

- **Events where Jagori provided Inputs/Presentations/Trainings**
  - \* At the **National Convention of the Working People's Coalition (WPC)** in Hyderabad (28–30th June 2024), Jagori co-facilitated breakout sessions on *Women in the World of Work*. The Jagori Director, also delivered a plenary talk on gendered challenges in workforce participation.
  - \* Jagori's Jharkhand team contributed to **YUVA's state-level workshop** (29th June 2024) on *Preventing Child Marriage and Promoting Feminist Leadership*.

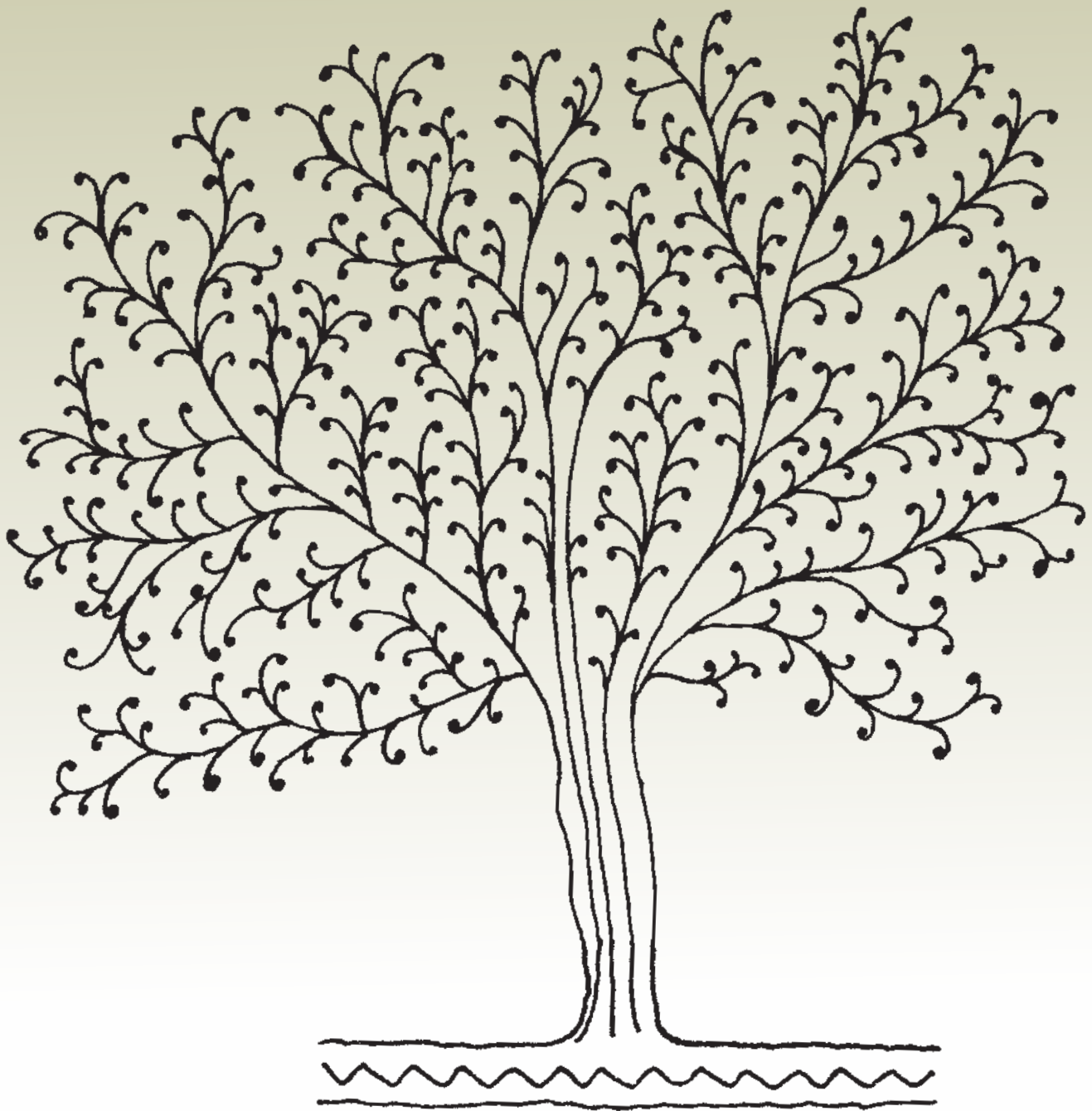
- \* During the **IMPRI (Impact and Policy Research Institute) International Monsoon School**, online (6–9th August 2024), Jagori Director, delivered two sessions on *Healthcare and Gender Equity*.
- \* At the **convening of women's rights organisation** at the UN House, New Delhi (26th August 2024), Jagori Director, shared insights on *Gender-Based Violence in Public Spaces*
- \* On the occasion of **Paardarshita's POSH report launch** at the India International Centre (29th August 2024), a member of Jagori's community team spoke as a panellist on the need for a harassment free work environment, especially for informal sector women workers.
- \* As a speaker at **AKF Canada's online cross learning event** (5th September 2024), Jagori Director offered organisational perspectives.
- \* As part of the **FES ideation workshop** (20th September 2024) focused on gender impact of climate change, Jagori Director, provided inputs on the impact of gendered climate change.
- \* **WIEGO roundtable on Spatial Justice**, at the Indian Sociological Institute (17th October 2024) the community team presented the implementation challenges faced by informal women workers.
- \* In a conversation with **Darren Walker** of the **Ford Foundation** at the India International Centre, (30th September 2024), Jagori Director, delved into how the shift in gender norms are being driven in India through arts, technology, and popular culture.
- \* At **SEWA Delhi's International Home-Based Workers Day event** in New Delhi, (26th October 2024), the community team highlighted the challenges of women home-based workers.
- \* In a dissemination consultation on **Community Outreach** by SNEHA, Mumbai (11–13th December 2024), the violence intervention team provided inputs from Jagori's community work.
- \* At **Aastha's National Disability Helpline meeting**, New Delhi (17th December 2024) the violence intervention team provided inputs on violence against women with disabilities.
- \* In a discussion on **Labourline (Aajeevika Bureau) review meeting**, New Delhi (18th January 2025), the community team provided inputs for strategies for strengthening labour support system.
- \* At the **SAFPI & National Alliance for Labour Rights Consultation**, New Delhi (29th January 2025), the community team presented insights on unpaid care work and labour rights.
- \* The Jagori team facilitated a Women's Safety Audit training for 18 staff members of the **Housing and Land Rights Network (HLRN)**, New Delhi (12th February 2025)
- \* At the **AKF Asian AGECS Regional Learning Workshop in Lisbon** (12–13th February 2025), Jagori Director, delivered a presentation on replicable gender-equality pathways and conducted a masterclass on empowerment through feminist movements.



- \* Jagori contributed to the **Asia-Pacific Forum on Sustainable Development (APFSD) Youth Forum** in Bangkok (17–21st February 2025), engaging with young leaders, civil society groups, and regional organisations on the intersections of gender equality, youth participation, and sustainable development.
- \* At the **FES–IAWRT Roundtable on Gender and Climate Resilience**, New Delhi, (6th March 2025), the research team contributed to mapping key stakeholders and priority areas of concern related to women informal workers and climate change, drawing from Jagori’s work in low-income urban communities in Delhi.
- \* At the **IAWRT Asian Women’s Film Festival**, New Delhi (6th March 2025), the Jagori Chairperson, spoke at a panel titled *Memory as a Movement: Archiving Feminist Histories* in the context of Jagori’s archiving history.
- \* During **SEWA Delhi’s Policy Dialogue**, New Delhi (12th March 2025), the community team presented recommendations on including the home-based workers in the E-Shram portal.
- \* At the **Karmannya–Nikore Associates–CII Roundtable** in Gurgaon (18th March 2025) on strengthening One-Stop Crisis Centres, the research team contributed insights on safety concerns of women informal workers in public spaces and public transport, drawing on findings from Jagori’s safety audits.
- \* During the **CEQUIN National Conference on Patriarchy and Masculinities** in New Delhi (19th March 2025) the community team provided inputs on deep-rooted impacts of patriarchy).
- \* At the **Safetipin roundtable *Women Behind the Wheels*** in New Delhi (25th March 2025), the Jagori Director spoke on the gendered challenges in transport-based gig-work.

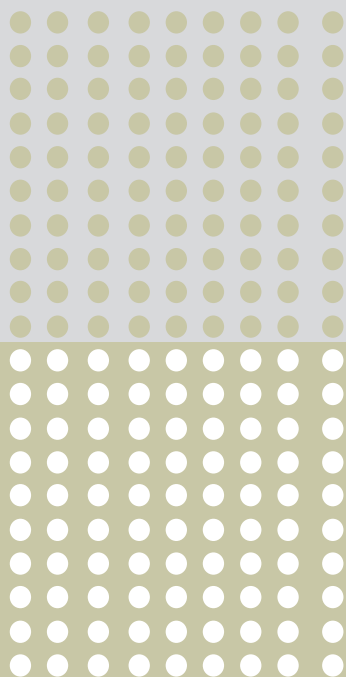
Jagori team also took part in several learning and networking platforms.

- **Cities for Youth Workshop** by Safetipin in Jaipur (9–10th May 2024).
- **Public meeting on construction workers’ issues** in New Delhi (8th August 2024).
- **National Consultation on Disability-Inclusive Sanitation** by CREA (19–20th September 2024).
- Launch of Hum Sabla–Jagori’s popular journal in Hindi, New Delhi, (27th September 2024)
- **Report Launch *A Place to Call Home*** by HLRN in New Delhi (9th February 2025).
- **Delhi Domestic Violence Stakeholder Summit** by Invisible Scars in New Delhi (1st March 2025).
- The **National Commission for Women’s (NCW) Foundation Day** by NCW in New Delhi (31st January 2025).
- **International Conference *Fifty Years of Toward Equality*** by CWDS in New Delhi (4–5th March 2025).



**living feminisms**

Jagori: a journey of 40 years



# 6

## Organisational Development and Internal Capacity Building

Jagori continues to invest in strengthening the institution and its teams so that they are better equipped to work in alignment with the changing needs of the time.

### **Retreat**

Jagori organised a four-day retreat from 1–4th May 2024 at the Trideus Chandseena Valley Resort, Mussoorie, Uttarakhand. Participants used the opportunity to soak in the salubrious environment and interact with colleagues in the informal setting – as a way to revitalise themselves and ensure mental and emotional wellbeing. Alongside, with the objective of ensuring that the whole team remained updated on the key thematic areas that Jagori had worked upon during the year, sessions were held on Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act 2013, or the PoSH Act, the significance and history of Labour Day, women and work, and women's all-round health and wellbeing, among others.



Jagori retreat at Trideus Chandseena Valley Resort, Mussorie Uttarakhand, 2nd May 2024

### Team capacity building

- A training on Logical Framework Approach (LFA) was facilitated by Satish Kumar Singh for seven team members of Jagori on 2–5th April 2024. The workshop focused on generating activities aligned with the organisation's objectives, enhancing the staff's ability to plan and implement programmes effectively.
- Two members of the community team from Jagori attended the Swara Mountain Arts Festival from 21–26th April 2024 at Dharamshala, Himachal Pradesh. It was organised by the Jagori Rural Charitable Trust (JRCT) in solidarity with the One Billion Rising (OBR) Campaign. The theme was 'Love, Peace and Harmony' in line with OBR's international campaign for 2024. For Jagori participants, it offered an insight into the creative expression of their own deep-seated emotions and also critical tools for developing a positive mindset, healing and prevention of burnout.
- From 17–20th April 2024, six members from the Jagori team undertook an exposure visit to the NGO Ajeevika in Ahmedabad to learn from their approach and strategies for identifying and nurturing women worker leaders from the community.
- A two-day residential workshop was organised for project staff (20) in Patna, Bihar, on 27–28th May 2024. Sessions included group discussions on leadership qualities, detailed overviews of central and state budget allocations, and formal procedures for Mahila and Gram Sabhas. Participants presented on key governance themes such as GPDP, Mission Shakti Abhiyan, and the six standing committees. The workshop also covered SMART goal setting and the Localised Sustainable Development Goals (LSDGs), concluding with exercises on writing compelling case stories.
- A learning session was organised on demand of the Violence Intervention Team, with Sanjida - a senior researcher with CEHAT, Mumbai on 5th June 2024. The aim was to clarify and deepen their understanding on data management (specifically with respect to the new intake sheets). Sanjida has rich experience of managing data of and monitoring counsellors, of over 20 Dilasa centres in Mumbai.
- On 6–7th June 2024, a two-day training of Jagori counsellors was held in Pune. The Resource Person Gauri Janvekar conducted sessions on how to assess the trauma and behaviour patterns of survivors. She then held one-on-one sessions to assess the approach



of each counsellor and provide guidance on how they could modify individual counselling styles basing it more on empathy and not being in rescue mode all the time. This was an important strategy for prevention of burn out.

- A two-day workshop on the Theory of Change (ToC) was conducted for eight of Jagori's programme staff on 11–12th July 2024, at the Shivalik Office. This workshop centred on developing comprehensive ToCs with detailed discussions on status and behaviour changes. Participants learned how to create meaningful indicators of change, thereby strengthening their capacity to measure and articulate the impact of their work. Khilesh Chaturvedi (independent advisor, evaluator and trainer for organisations working with marginalised) was the resource person.
- From 10–13th August 2024, two members of Jagori attended the Hindi Alumni Workshop. This event brought together participants from previous years of Jagori's Hindi regional language course, providing an opportunity to deepen their understanding and skills and foster a stronger community of practice.
- Three community team members attended an information session on the Street Vendors Act and challenges of street vending in India on 5th September 2024 at the office of CSD (Council for Social Development), Delhi.
- Between July and September 2024, resource person Satish Kumar Singh facilitated eight ToT (training of trainer) sessions on gender with 13 team members from Jagori. The idea was to refresh their knowledge, foster a more nuanced understanding and sharpen skills.
- On 13th November 2024, Jagori conducted a capacity-building training for its staff, at the Jagori Shivalik office, aimed at deepening their understanding of the Panchayati Raj system. The session, attended by 14 staff members, was facilitated by Dattatray Gurav, an expert on Panchayati Raj. The training provided a comprehensive overview of the historical evolution of the Panchayati Raj system, the significance of the 73rd and 74th Constitutional Amendments, and the critical roles played by Gram Sabhas and Mahila Sabhas in participatory governance. Special attention was given to understanding how budgets can be accessed and leveraged for advancing women's empowerment and safety.
- On 15th February 2025, a day-long internal workshop was held at the Jagori office, for eight members of the community team. Facilitated by Dharmendra Kumar from Janpahal, the session focused on challenges faced by women street vendors, covering legal provisions, relevant schemes, and lived realities to inform Jagori's grassroots interventions.

These workshops and learning sessions have significantly contributed to building the capacity and expertise of Jagori's staff, equipping them with the necessary tools to effectively advance the organisation's mission.

### **Monitoring and review**

An internal review of the ongoing work was undertaken by resource persons Geetha Nambisan and Satish Kumar Singh. To this end, meetings were held with the violence intervention, community action and research team members and a few community members on 26–29th April 2024. The review served to identify interventions or approaches that had worked well - including achievements and good practices that could be replicated - as well as key aspects that could benefit from course correction.

## ACKNOWLEDGEMENTS

### THE TEAM

Amrita; Annu; Bhim; Chandrayee; Hirawati; Jayashree; Jushya; Kailash; Laxmi; Mahabir; Meera; Nidhi; Norati; Poonam; Preeti; Ruhi; Sachin; Sarita; Shalini; Shiney; Sourabh; Sunita

### ADVISORS, CONSULTANTS AND RESOURCE PERSONS

Advisor: R.K. Sharda

Aanchal Kapoor; Aiman Haque; Aishwarya Ashok; Aishwarya Rajeev; Aishwarya Ratna; Akanksha; Amit; Anagha Khot; Anita Juneja; Anuradha Kapoor; Babita Hembram; Bhawana Chaudhary; Bhim Raskar; Bidhu Bhushan Panda; Bimla Chandrasekaran; Chinmoyee; Dattatray Gurav; Deomuni Singh Yadav; Devika Tulsiani; Dharmendra Kumar; Elizabeth Khumallambam; Gauri Sudhakar Janvekar; Geetha Nambisan; Hitesh; Ishu; John Simte; Jyotna Siddharth; Khilesh Chaturvedi; Khushboo; M. Lata; Madhurima; Mannat Tipnis; Md. Sadique Jahan; Mitali Nikore; Monika; Najni; Navtej Singh Johar; Niharica; Noshe Khan; Pankaj Kumar; Poonam Vishwakarma; Praveena Anand; Purabi Paul; Puspa Soy; Rakhi Sehgal; Sakhi Mishra; Samira Gupta; Sarika Sinha; Satish Kumar Singh; Savita; Sheena Choudhary; Shruti Batra; Sonali Chakraborty; Soutik Banarjee; Stenshile Soren; Sudhir Pal; Sukhmani Lakra; Suman Kumari; Sunita Thakur; Sushma; Tamil Moni; Tanmay Sadh; Taranga Sriraman; Tulsi; Urmila; Usha; Veenu Kakkar; Vrinda Grover

#### **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<sup>2</sup>

Action India; Aajeevika; Agragami; All India Democratic Women's Association (AIDWA); All India Women's Conference (AIWC); Azad Foundation; Breakthrough; Can Support; CASP PLAN; Chetanalaya; Community for Social Change and Development (CSCD); Dhanak; Delhi Gharelu Kamgar Sangathan (DGKS); Delhi Saraswati Bal Vidya Mandir, Lajpat Nagar; Delhi Shramik Sangathan; Empowerment for Rehabilitation Academic and Health (EFRAH); Etasha Society; Freedom; Gyan Ganga; Gharelu Kaamgaar Union; Janpahal; Housing and Land Rights Network (HLRN); Kriti Film Club; Lawyer's Collective; Martha Farrell Foundation (MFF); National Federation of Indian Women (NFIW); Navshrishti; Navjyoti India Foundation; Nazariya; Nikore Associates; Nirantar; Nirmala Niketan; Noble Cause; Nisha welfare society; Safetipin; Sangrami Gharelu Kaamgar Union; Satark Nagrik Sangthan; SEWA Delhi; Shakti Shalini; Shehri Mahila Kamgar Union (SMKU); Tarshi; The George Institute (TGI); Vimochana; Sankalp; Women in Informal Employment: Globalizing and Organizing (WIEGO); Young Women Christian Association (YWCA)

Association for Advocacy and Legal Initiatives (AALI), Uttar Pradesh; Aprajita, Rajasthan; Bebaak Collective, Maharashtra; CEHAT, Maharashtra; Ekta, Tamil Nadu; Invisible Scars, Telangana; Jagori Rural Charitable Trust, Himachal Pradesh; Mazlis, Maharashtra; National Commission of Women; North-East Network (NEN), Assam; Safetipin, Delhi NCR; Sankalp, Uttar Pradesh; Shramjeevi Mahila Samity, Jharkhand; Society for Nutrition, Education and Health Action (SNEHA), Maharashtra; Vimochna, Karnataka; UN Women

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

## NETWORKS

All India Dalit Mahila Adhikar Manch (AIDMAM); Aman Network; Delhi E-Shram Network; Delhi Roji Roti Adhikar Abhiyan; Feminist Policy Collective; Hawkers Joint Action Committee (HJAC); Delhi; Jan Swasthya Abhiyan; Mahila Rajsatta Andolan; National Association of Street Vendors Of India (NASVI); National Campaign on Dalit Human Rights (NCDHR); National Hawkers Federation (NHF); National Platform for Domestic Workers (NPDW); Network for the Rights and Voices of Domestic Workers in Delhi-NCR; The Global Coalition on Inclusive and Safe Spaces and Cities for Women and Girls; The National Forum for Single Women's Rights; Wada Na Todo Abhiyan (WNTA); Working People's Coalition (WPC)

## INTERNAL COMPLAINTS COMMITTEE

All India Institute of Medical Sciences, Delhi (AIIMS); Sashastra Seema Bal (SSB), Delhi

## INSTITUTIONAL DONORS

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

<sup>2</sup> All partnerships and network memberships are non-monetary

# BALANCE SHEET (CONSOLIDATED) AS ON MARCH 31, 2025

**JAGORI: NEW DELHI**  
**BALANCE SHEET AS AT MARCH 31, 2025**

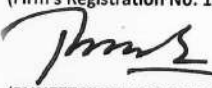
		(In Rupees)	
Particulars	Schedule	As at March 31, 2025	As at March 31, 2024
<b><u>SOURCES OF FUNDS</u></b>			
<b>Funds</b>			
Unrestricted Funds			
Corpus Fund	A	7,342,604.20	7,342,604.20
Assets Fund	B	3,647,681.00	3,950,205.00
Other Funds			
- Jagori Resource Centre Fund	C-1	7,203,376.27	9,047,550.27
- General Fund	C-2	18,081,225.94	16,341,314.94
Restricted Funds			
Unutilized Grants (Carried forward to next year)	D	7,572,761.97	8,481,908.68
		43,847,649.38	45,163,583.09
<b>Current Liabilities</b>			
Statutory Liability	E	62,800.00	78,468.00
		62,800.00	78,468.00
<b>TOTAL</b>		<b>43,910,449.38</b>	<b>45,242,051.09</b>
<b><u>APPLICATION OF FUNDS</u></b>			
<b>NON - CURRENT ASSETS</b>			
Property, Plant and Equipment	F	3,647,681.00	3,950,205.00
		3,647,681.00	3,950,205.00
<b>CURRENT ASSETS</b>			
Current Investments	G	30,232,665.05	35,707,852.20
Cash and Bank Balances	H	6,857,307.84	4,666,258.48
Short term loans and advances	I	275,121.00	698,239.00
Grants Recoverable	D	2,897,674.49	219,496.41
		40,262,768.38	41,291,846.09
<b>TOTAL</b>		<b>43,910,449.38</b>	<b>45,242,051.09</b>

Significant Accounting Policies and Notes to Accounts

M

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

FOR V. SANKAR AIYAR & CO.  
CHARTERED ACCOUNTANTS  
(Firm's Registration No. 109208W)


  
(PUNEET KUMAR KHANDELWAL)  
PARTNER (M. No. 429967)




For JAGORI

  
Kalpana Viswanath Basu  
Chairperson

  
Geetha Nambisan  
Acting Director

  
Manjari Dingwani  
Treasurer

  
Sachin Kochhar  
Head- Finance  
& Operations

Place : New Delhi

Date : 16/09/2025





# STATEMENT OF INCOME AND EXPENDITURE (CONSOLIDATED) FOR THE YEAR ENDED MARCH 31, 2025

**JAGORI: NEW DELHI**  
**STATEMENT OF INCOME AND EXPENDITURE FOR THE YEAR ENDED MARCH 31, 2025**


	Schedules	Year Ended March 31, 2025	Year Ended March 31, 2024
(In Rupees)			
<b>INCOME</b>			
Grants receipt transferred to meet project expenditure	L	57,485,738.84	46,779,818.60
Other Income	J	3,645,510.95	1,793,280.60
Total		61,131,249.79	48,573,099.20
<b>EXPENDITURE</b>			
Project Expenditure	L	57,485,738.84	46,779,818.60
Other Expenses	K	1,905,599.95	1,074,110.50
Total		59,391,338.79	47,853,929.10
<b>Surplus carried to Balance Sheet</b>		1,739,911.00	719,170.10

Significant Accounting Policies and Notes to Accounts

M

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


FOR V. SANKAR AIYAR & CO.  
CHARTERED ACCOUNTANTS  
(Firm's Registration No. 109208W)

  
(PONEET KUMAR KHANDELWAL)  
PARTNER (M. No. 429967)



For JAGORI

  
Kalpana Viswanath Basu  
Chairperson

  
Manjari Dingwaney  
Treasurer

  
Geetha Nambisan  
Acting Director

  
Sachin Koshkar  
Head- Finance  
& Operations

Place : New Delhi

Date : 16/09/2025



**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
Jogendra Singh Panghaal	Nandita Gandhi
Kalpana Viswanath	Pamela Philipose
Manak Matiyani	Renu Addlakha
Manjari Dingwaney	Suneeta Dhar

**Jagori Founder Members**

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

**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

# Abbreviations

AIIMS	All India Institute of Medical Sciences	MHM	Menstrual Hygiene Management
AKF	Aga Khan Foundation	MLA	Member of Legislative Assembly
AMAN Network	Aman Global Voices for Peace in the Home Network	MSP	Mahila Suraksha in Panchayat
ASHA	Accredited Social Health Activist	NALR	National Alliance for Labour Rights
ARROW	Asian-Pacific Resource and Research Centre for Women	NDMC	New Delhi Municipal Council
BDO	Block Development Officer	NGO	Non-Governmental Organisation
BDPO	Block Development & Panchayat Officer	NIUA	National Institute of Urban Affairs
BFC	Barefoot Counsellor	OBR	One Billion Rising
CAW Cell	Crimes Against Women Cell	OSAM	Open Street Audit Mapping
CBO	Community-Based Organisation	OSC	One-Stop Centre
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women	PDS	Public Distribution System
CEHAT	Centre for Enquiry into Health and Allied Themes	PI	Principal Investigator
CEQUIN	Centre for Equity and Inclusion	PM Svanidhi	Pradhan Mantri Svanidhi Scheme
CII	Confederation of Indian Industry	PMKVY	Pradhan Mantri Kaushal Vikas Yojana
CLF	Community Level Federation	PO	Protection Officer
CREA	Creating Resources for Empowerment in Action	POCSO	Protection of Children from Sexual Offences Act
CSD	Centre for Social Development	PoSH	Prevention of Sexual Harassment at Workplace Act, 2013
CSO	Civil Society Organisation	PRI	Panchayati Raj Institution
CWGI	CEDAW Working Group Indonesia	Q&A	Question and Answer
DRT	Delhi Roundtable	RWA	Resident Welfare Association
DSLISA	Delhi State Legal Services Authority	SAFPI	South Asian Forum for People's Initiatives
EWR	Elected Woman Representative	SDG	Sustainable Development Goal
FCRA	Foreign Contribution (Regulation) Act	SEWA	Self-Employed Women's Association
FES	Friedrich-Ebert-Stiftung	SHG	Self-Help Group
FRA	Forest Rights Act	SI	Sub-Inspector
FSO	Food & Supply Officer	SMART	Specific, Measurable, Achievable, Relevant, Time-bound
GBV	Gender-Based Violence	SMC	School Management Committee
GFW	Global Fund for Women	SNEHA	Society for Nutrition, Education and Health Action
GOI	Government of India	SSA	Sarva Shiksha Abhiyan
GPDP	Gram Panchayat Development Plan	SSB	Sashastra Seema Bal
GRACE	Gender-Responsive Research and Advocacy through CEDAW	TGI	The George Institute for Global Health
HLRN	Housing and Land Rights Network	TIPA	Tibetan Institute of Performing Arts
IAWRT	International Association of Women in Radio and Television	ToC	Theory of Change
IC	Internal Committee	ToT	Training of Trainers
ICDS	Integrated Child Development Services	TVC	Town Vending Committee
IHC	India Habitat Centre	UN	United Nations
IIC	India International Centre	VAW	Violence Against Women
IMPRI	Impact and Policy Research Institute	VAWG	Violence Against Women & Girls
ISI	Indian Social Institute	WDP	Women's Development Programme
ISLE	Indian Society of Labour Economics	WDW	Women Domestic Worker
IWRAW AP	International Women's Rights Action Watch Asia Pacific	WHBW	Women Home-Based Worker
KESWA	Kenya Sex Workers Alliance	WHO	World Health Organization
KII	Key Informant Interview	WIEGO	Women in Informal Employment: Globalizing and Organizing
LC	Local Committee (under PoSH Act)	WIW	Women Informal Workers
LFA	Logical Framework Approach	WLC	Women's Legal Centre (South Africa)
LSDGs	Localised Sustainable Development Goals	WPC	Working People's Coalition
MCD	Municipal Corporation of Delhi	WSA	Women's Safety Audit
MGNREGA	Mahatma Gandhi National Rural Employment Guarantee Act	WSV	Women Street Vendors





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