



# JAGORI

## ANNUAL REPORT 2021-22

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



**Kamla Bhasin** was not just the founder and board member of Jagori, she was our anchor and voice. It was through her inimitable language full of conviction, clarity, humour and love, that flowed through her slogans, posters, songs, books, jokes, speeches and extensive spectrum of work, that made Jagori and feminism popular and accessible, from Indian villages to global fora. Throughout her life, she influenced a myriad of young feminists and leaders. It is said that Kamla di did not belong to any one organisation or country, she was a citizen of the world, of South Asia, of India; yet she always conveyed a sense of belonging to Jagori and Jagorians, making us feel special.

Words were Kamla di's forte and her tool, yet words will never suffice to express our gratitude for the privilege of walking the feminist path with her, or our sense of loss. Only the love, inspiration, determination remain, embodied in the institutions she nurtured, especially Jagori, and the values that they stand upon.

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# Introduction

If there is one thing that characterized the past year for us at Jagori, it is our collective resolve to not only Move On, but Move Ahead with doing things with more compassion and empathy, notwithstanding the obstacles in our path. We lost our beloved Kamla Bhasin, our founder member and mentor, our shining star. We were heartbroken. But we collectively muddled through our irreparable loss, determined to keep carrying the legacy of her feminist spirit. We learnt newer ways of working. We expanded the breadth and depth of our work – entered into new areas – both geographic and thematic and worked with newer constituencies.

The ‘second wave’ of the pandemic in our country in April – May 2021 was very hard on our team, with many team members contracting the virus and losing loved ones. We struggled to cope with anxiety, physical and emotional fatigue in addition to grief over our losses.

We witnessed how the second wave escalated into an unprecedented crisis. It thwarted the hopes of recovery of people, especially the poor and most marginalized -many of whom work in the informal sector- , who had slowly begun to find some work and recoup by early 2021. The lockdown following the second wave re-established the economic challenges of the previous year while introducing additional layers of exclusion, social insecurity, and stigma. The violence perpetrated against women showed no signs of receding, instead continuing in an upward trend.

We realized that healing efforts were the need of the hour. We organized special workshops on self-care techniques not only for our team but also for the frontline functionaries with the Department of Women and Child Development, Delhi, providing support to VAW survivors through helplines, shelters and One Stop Centres.

In the true spirit of commitment towards the well-being of our team, we took some concrete steps like increasing health insurance cover and supporting COVID vaccinations of our team in private health facilities so that they could avoid crowds. This year the team also went for a two-day retreat to spend time together to beat the feelings of isolation that came with prolonged Work-From-Home periods and to plan for the future with renewed vigour.

Providing psycho-social support to women survivors of violence has been our core area of work since our inception. Against a steep rise in the domestic violence cases during pandemic and non-stop SOS calls of women violence survivors on our phone helplines, we realized the need to strengthen our response system – most importantly, the capabilities of our counsellors, who are the backbone of this work. The areas that needed fortification were safety assessment and safety planning of survivors and phone counselling. We improved our intake process and data management system so as to collect comprehensive information on the violence history and unique needs of the survivors. The team also attended online trainings on POSH Act to equip them to serve on the Internal or Local committees. We beefed up our follow-ups with survivors over phone and/or home visits to ensure that they are safe.

As has been Jagori’s practice of building feminist solidarities, we thought, along with our team, it is important to strengthen the capacities of counsellors from other organizations too. Thus, we organized a workshop with counsellors across Delhi to further improve their feminist counselling skills with special sessions on the safety assessment and safety planning methodology based on the concept of cycle of violence.

Keeping the overload of VAW cases in mind, we conceptualized and launched a monthly online series exclusively for counsellors across India to provide them with a chance to participate in discussions with Adv. Vrinda Grover – an eminent feminist lawyer – regarding the challenges they face during their everyday contact with survivors and to update their knowledge on the latest judgments and women-centric laws.

Another conscious move on our part was to take the ‘safe and inclusive public spaces’ agenda to peri-urban and rural areas of Jharkhand and Haryana. This is in continuation of our vision of ending violence against women. We engaged Panchayat members, especially EWRs, in a few villages on this issue. To our pleasant surprise, a few Sarpanches (Village council heads) were eager to learn more about the issue of women’s safety and expressed their commitment. Through the Global Coalition on Inclusive and Safe Spaces and Cities for Women and Girls – of which we are a founding member – we contributed to the collective global feminist and women’s safety agenda. We not only highlighted community women’s concerns but also showcased community engagement tools that we have developed/adapted.

The other area that we decided to recalibrate our strategy in is our work in low-income communities in Delhi. The large-scale loss of jobs and livelihoods caused by the pandemic, bringing misery and suffering to women informal sector workers stared in our face so hard that we decided to focus on them – especially their identity and rights as workers – in the new phase of our work with the communities. We made efforts, albeit with very small samples, to collect evidence on the impact of pandemic on women workers like domestic workers in Delhi NCR and Pink Auto drivers in Ranchi.

Since labour governance is a completely new domain for us, we started with the capacity building of our team. We have also made some progress in building solidarities with organisations and networks working with the informal sector workers. It has been an interesting process of knowledge-exchange where we gained increased understanding on labour issues from our comrades from workers’ organisations and collectives; and sometimes, we are the ‘experts’ who bring gender perspectives to their overall vision and activities!

We believe that entitlements and welfare schemes are citizens’ rights since they are tax funded. In the context of the devastation caused by the pandemic, however meagre the government welfare schemes, they were critical for the subsistence of poor, especially women. Hence, we organized camps and help desks in the communities to facilitate their access to relevant government schemes. We made sure that community members got timely and verified information about COVID prevention and vaccination and other important government announcements related to relief and entitlements.

Through death and despair, loss and uncertainty, fear and anxiety, we could MOVE AHEAD, at times at a snail’s pace, only because of the web of solidarities that we have built over the years. Our community women leaders and Support Group Sheroes showed exemplary courage by reaching out to other women in distress, helping them and boosting their morale...in them we saw our Vision of building grassroots women’s leadership taking strong roots...



# CHAPTER



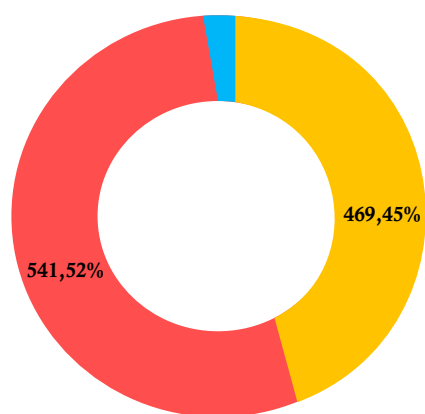
## Addressing Violence Against Women

As increased reports of domestic and other forms of gender-based violence came in – mirroring global trends – Jagori worked on strengthening its capabilities and response, support and accompaniment systems. The Intake Sheets were upgraded and while this was more exhaustive for counsellors to fill, it was deemed necessary to aid long-term support and intervention. Phone-counselling skills were honed and a workshop focussing on safety planning and assessment was organised for Jagori’s own counsellors as well as those from 6 other feminist organisations. As an extension of the same idea, Practitioner Parley – a series of sessions with renowned feminist lawyer Vrinda Grover – was ideated and organised for feminist counsellors to strengthen their practice via engagements with law.

### Providing direct support to survivors of violence

#### Total number of cases

Walk in cases Phone calls Mails

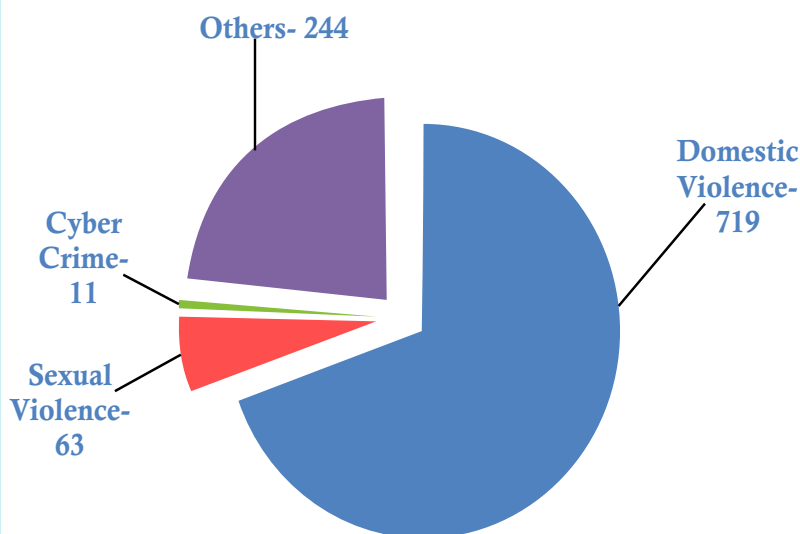


**Total number of cases=1037**

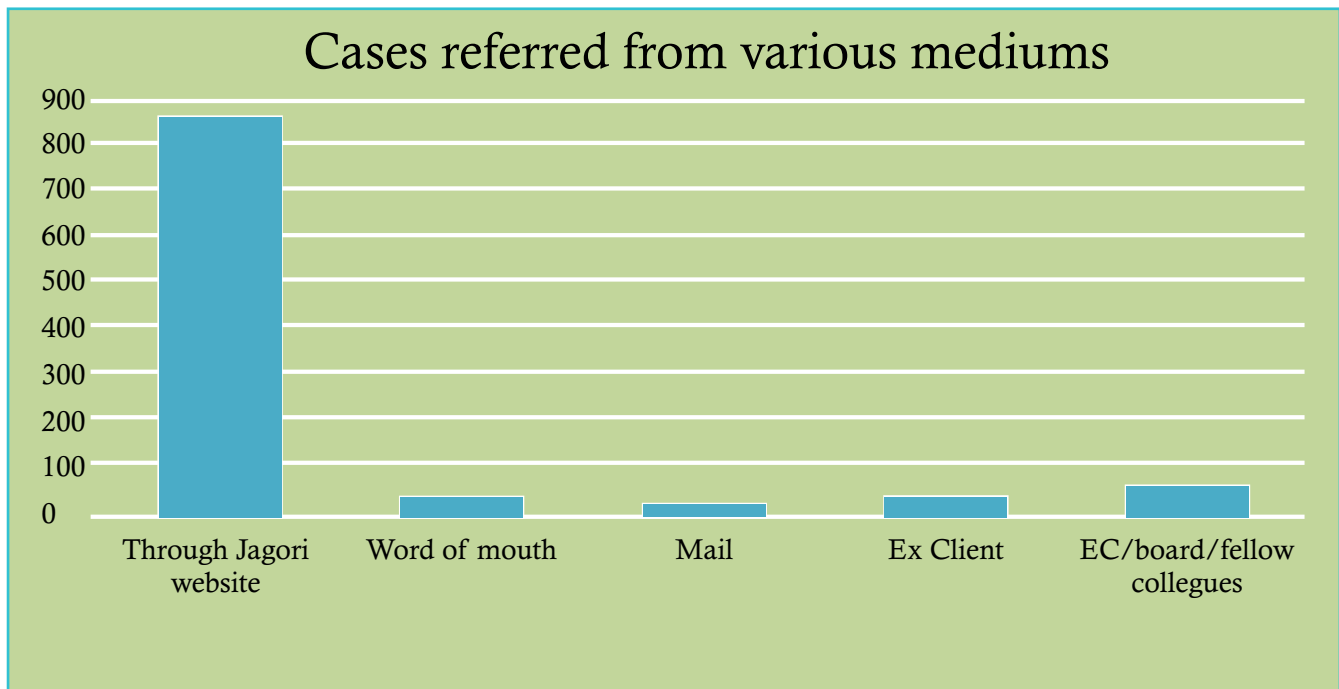
Between April 2021 and March 2022, a total of 1037 women survivors approached Jagori from not just Delhi-NCR but other states like Assam, Haryana, Karnataka, Punjab, Orissa, Rajasthan, Uttar Pradesh, West Bengal for psycho-counselling and support. Out of these, 469 (45%) were walk in cases. During lockdowns in the second and third waves of the COVID-19 pandemic, women continued with online modes of communication. 541 (52%) survivors reached out to Jagori’s helpline numbers and were provided phone counselling – a skill that Jagori’s counsellors successfully honed throughout the pandemic as a response to the needs of the survivors and restrictions of the pandemic. 27 (3%) survivors also reached out via email.

As can be seen, the majority of cases (69.3%) reported were of domestic violence. A comparative analysis of case data shows that, mirroring global trends-an increase in domestic violence cases has been observed – from 550 in 2020-2021 to 719 in 2021-2022. The team also observed an increasing trend of sexual violence and crimes committed in digital spaces reported by young women – including cyber stalking, black mailing, threatening, cybersex trafficking, pornography, morphed pictures etc.

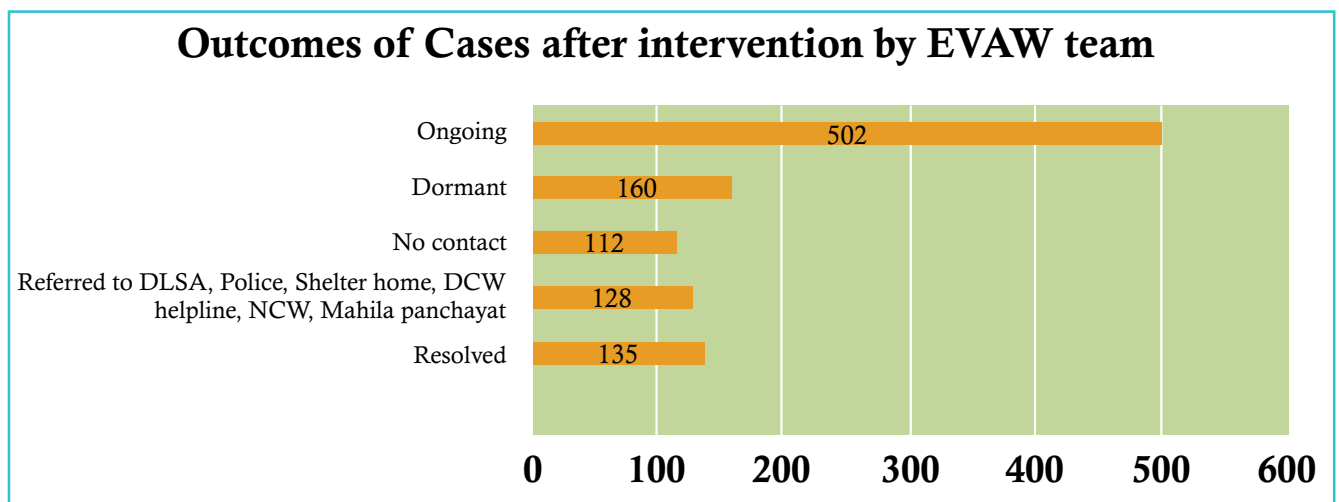
#### Nature of Cases



## 1. Cases Referred From Various Mediums



Most survivors were able to locate and contact Jagori through its website and via Google search. Survivors were also regularly referred by Jagori board members, ex-clients, other NGOs/CSOs and friends of Jagori.



Through the team's intervention and support, 135 women survivors were able to obtain relief. Further, 128 cases were referred for further action to various agencies including the police, the District Legal Services Authority (DLSA), shelter homes, the DCW helpline, Mahila Panchayat, and NCW– Jagori continues to follow up on these cases and assist when required. In 160 cases, survivors have chosen a pause in their action, while 112 survivors could not be contacted since. Counselling support is ongoing in 502 cases.

## 2. Upgrading response system and technical skills

In January 2022, Jagori implemented the filling of detailed Intake Sheets for every survivor approaching Jagori. This is an upgrade from the earlier system, initiated with the objective to maintain more precise

data, capture the experiences of survivors better and to better aid immediate and long-term interventions. Safety planning, based on a safety assessment carried out by counsellors, has been introduced as an integral part of the intake sheet. We paid special attention to multiple follow ups.

### 3. Enhancing Feminist Counselling Skills

Jagori organised a three-day residential workshop on feminist counselling from 9th-11th September at Zorba the Buddha, Delhi. It was attended by 26 counsellors and VAW helpline operators from 6 CSOs across Delhi – namely Action India, Cequin, Maitri, Navsrishti, Nazariya and Shakti Shalini – that work towards eliminating all forms of violence and discrimination against women. The purpose of this workshop was to strengthen the participants' counselling skills by applying a feminist lens to its practice. The workshop focused on understanding 'cycle of violence' methodology – which would help counsellors to assess what could be the future episodes of violence and plan survivor's safety accordingly. Other areas of focus included feminist phone counselling, addressing challenges of phone counselling and recent judgments pertaining to cases involving gender-based violence. The resource persons engaged in this workshop were Jagori's Director, Jayashree Velankar, Archana More, Advocate and Prabha Nagaraja, Director, TARSHI.

Participants' feedback indicated that they had found the workshop extremely useful as it enabled them to plan interventions based on an objective assessment of the situation by the extent and frequency of the violence being faced. They said that discussing barriers to phone counselling and learning ways to overcome these were also very helpful. Skills such as safety planning and adopting legal routes of intervention were considered meaningful.



*Feminist counsellors engaged in Adv. Archana More's session on identifying stages in the cycle of violence, September 2021*

## “How long is the path to justice?”

Soniya \*(name changed) is a 33-year-old Dalit woman from the village of Samastipur in Bihar. She moved to Delhi with her parents almost twenty years ago for better livelihood opportunities. Her father was unable to work due to his illness. Therefore, at a young age, Soniya started working in other people's houses with her mother, who was a domestic worker. Soniya's marriage was arranged with Naresh \*(name changed) before she completed 18 years of age. Naresh works as a helper in cosmetics shop and since his income was not enough to sustain both of them; she had to take up domestic work in some houses after marriage.

In 2013, Soniya was working as a care-giver in a family where she had to take care of a child all day. One day, a stranger knocked on the door and told her that her employer had sent him for some urgent work and asked her to open the door. She was frightened and didn't want him to enter, but had to open the door when he did not stop knocking and calling. Once inside, he physically assaulted her and put a knife to her neck. He threatened her to kill her and her kids if she didn't do what he said and he sexually assaulted her.

She later found out that his name was Rahul \*(name changed) and he was a property dealer and a local ruffian. Gradually, Rahul started stalking her daily and then befriended her husband and won his trust. This resulted in her feeling more and more vulnerable. Taking advantage of this situation, Rahul continued to sexually assault her. This continued assault over seven years gravely impacted Soniya's physical health and psychological well-being.

One day, Soniya tried to commit suicide but her mother intervened so her life was saved. When her mother asked why she wanted to take such a step, she burst out crying and told her mother of the assault and mental trauma she had been suffering from for the past seven years. On the very next day, she and her mother called Rahul to talk about this but his family convinced them to come to their house for a discussion. When they went there, they were verbally abused, threatened and beaten up badly by seven members of Rahul's family. They told Soniya to take money to remain silent and not inform the police.

However, this incident of abuse became the last straw for Soniya and she decided to report everything to the police. She filed an FIR, got her MLC done and gave her statement in front

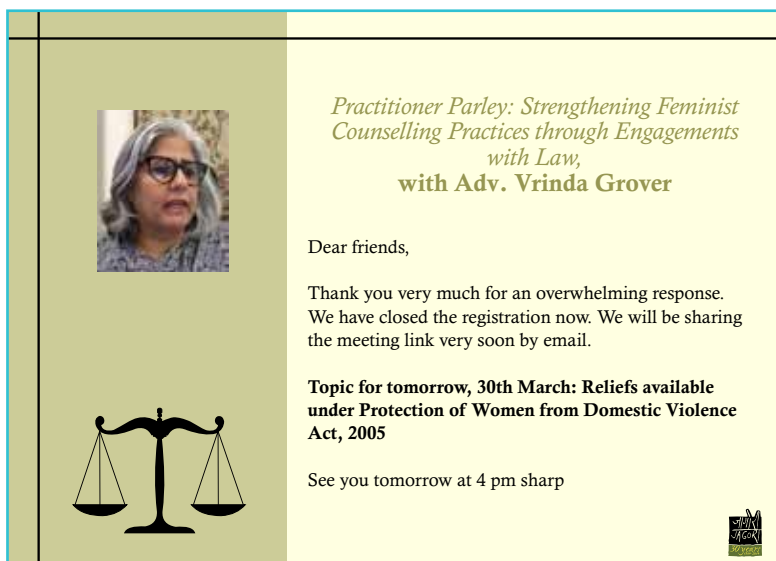
of a Magistrate. Rahul was arrested, but was out on bail just after one month. After he got bail, there were three more incidents where Rahul tried to threaten her and harass her, to get Soniya to withdraw her case. However, Soniya remained determined in her pursuit of justice and reported all incidents to the police.

When proceedings started, Jagori team accompanied Soniya to court for evidence, met the Public Prosecutor and the DCW lawyer (specially appointed to look into crimes against women and children) and made sure that her SC-ST Certificate was placed on court record which was a very crucial step. Jagori provided constant support to Soniya

Throughout the process of counselling and engagement with Soniya, the team noticed that Soniya is now more confident, goes to police station and court alone and does not blame herself for what happened. Her case is still ongoing in the court but there is hope that she will receive the compensation entitled to her. When Soniya filed an FIR at the police station two years back, had the officer on duty registered her case under SC-ST Atrocities Act, she would have received at least 25 % compensation by now. Jagori is standing in solidarity with her and will ensure that though delayed, Soniya will get justice.

#### 4. Strengthening Feminist Counselling Practices through Engagement on Law

With the aim of providing feminist counsellors with opportunities to refresh their knowledge around laws, and contributing to continuous skill-building to provide better services to survivors, an online series for feminist counsellors across India, titled 'Practitioners' Parley' was conceptualised and launched by Jagori where renowned feminist lawyer Adv. Vrinda Grover engages counsellors on VAW related laws and/or judgements/debates in March 2022 – the month of International Women's Day. The first session on the Protection of Women from Domestic Violence Act, 2005 and the reliefs a woman can seek under it took place online on 30th March 2022 and was attended by 31 counsellors from six Indian states.



#### 5. Aman Network

Jagori is the Delhi Secretariat of the Aman network – a network that focuses on implementation of DV Act. Jagori presented the work done by the Delhi Chapter at their National Meeting, which was held online from 14th-16th September, 2021, with the attendance of approximately 64 members.

Jagori organised three online sessions for the network members, by Adv. Vrinda Grover, a leading feminist lawyer. These sessions provided sharp analysis and insights and equipped members with the latest developments and significant judgements pertaining to VAW:

- 15th June 2021: a session covering the background of the Tarun Tejpal case of 2013 and the judgment that acquitted him in May 2021. Discussions focussed on sexual assault at the workplace, victim-blaming and barriers in women's access to justice.
- 31st August 2021: a session on marital rape; recent court judgements in cases of marital rape, sexual violence and consent, attended by 49 participants. It addressed the issue of marital rape not being recognized as illegal in India, and the judgement by which a woman who becomes pregnant due to marital rape and desiring an abortion was not permitted to get one.
- 28th September 2021: a session on abortion law, attended by 42 participants, covering the current judgement allowing abortion to a woman in India and its implications and the way in which Protection of Children Against Sexual Offences (POCSO) Act contradicts a woman's right to abortion after consensual sex.
- 22<sup>nd</sup> December 2021: a session on the latest judgements of the POCSO Act 2012. There were 30 participants, both from the network as well as from Jagori's Ranchi and Pataudi teams.

Some other sessions are as follows:

- On 26th November 2021, an online session on 'Prevention of Sexual Harassment (POSH) Act, 2013: challenges in implementation' was organised, facilitated by Nandita Bhatt Pradhan from Martha

Farrell Foundation. About 15 participants from seven external organizations joined the discussion on key features of the Act and challenges in execution, both at individual and organisational levels.

- On 9th February 2022: 31 representatives from member organisations attended the session on transgender issues, facilitated by Nazariya Foundation. The session discussed different types of violence, including natal family violence, faced by trans persons and the need to adopt an intersectional approach, ensuring the rights, dignity and validation of survivors' chosen identities, when dealing with cases of domestic violence.

Jagori provided significant inputs during the meeting called by the National Commission for Women (NCW) to review the reforms in Criminal Law. Only after Jagori's persistent demands more women's groups were invited to the consultation.

#### 6. Representing Jagori in various Internal Committees mandated under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 or POSH (Prevention of Sexual Harassment at the Workplace)

Jagori's representatives served as third party members on the Internal Committees constituted under the POSH Act. This included 46 meetings in total of the 'Sashastra Seema Bal (SSB), All India Institute of Medical Sciences (AIIMS) and Central Industrial Security Force (CISF) in Delhi, and the National Cancer Institute (NCI-AIIMS) Jhajjar, Haryana.



*By-standers engaging with Jagori's message on safe cities during Raahgiri in Najafgarh, November 2021*

# CHAPTER



## Strengthening Community Women's Leadership and Centering Women Informal Sector Workers

Being cognizant of the large-scale job-loss and its impact on informal sector women workers, it was decided to expand the core area of Jagori's work with communities by focusing on the rights and identities of women informal workers.

In order to meet the burning needs of communities during the pandemic, Jagori decided to prioritise helping people access benefits of welfare schemes. Ration kits and cash support were provided. Here, priority was given to those who needed it the most – including single women and Dalit and elderly women and their families. During the year, a critical gap that emerged was the lack of information on and access to government schemes and entitlements. This became another principal area of work – where meetings were held with women and youth in all communities, helpdesks were tasked with giving out information on entitlements and publications like pamphlets and Hum Sabla were being used to disseminate new information.

Since this was a new area of engagement for Jagori's team, many learning sessions – both internal and by external resource persons (RPs) – were held on issues faced by women informal workers, women in MSMEs etc. Jagori also expanded its focus to relatively newer constituencies of women street vendors, factory workers and home-based workers. There was an attempt to then integrate the gender perspectives and highlight issues of women informal workers in extensive network and campaign activities.

## **A. Facilitating COVID-19 Response Systems and Resilience Building Provision of immediate COVID related relief**

### **i) Delhi**

During the lockdowns, Jagori maintained constant communication with all four communities. As an effort to meet the urgent and basic needs of people in the communities, Jagori provided necessary food items to 461 families, which included 2310 people. Beneficiaries consisted mostly of single, elderly and Dalit women, who worked as informal sector workers. In several cases, these families did not have ration cards, because of which they were unable to access the ration distributed through Public Distribution System (PDS).

Dry ration kits were provided to 53 domestic workers to support them during a time when there was increasing food insecurity. Jagori also identified 47 domestic workers who were living on rent and who were struggling to pay for essential needs and services due to widespread job-loss. Because of the financial difficulties during the pandemic, concerns regarding women and girls' health increased. Women and girls were unable to buy sanitary pads or access free pads distributed through government schools. Given these basic needs, Jagori provided monetary assistance of Rs. 4000 to the families of each of these 47 domestic workers.

In addition, sanitary kits and face masks were distributed to other communities like Buddha Vihar, Jahangirpuri and Okhla.

### **ii) Jharkhand**

Food insecurity also emerged as a major challenge in the project locations of Ranchi and Sonua Block (West Singhbhum) during the second wave of the pandemic. Ration relief was provided, especially for informal women workers, farmers, single women and women from marginalized communities.

- Between April 2021 to February 2022, 1100 dry ration kits were distributed to women vegetable vendors in Ranchi who were volunteers with the All India Women Hawkers Federation (AIWHF). 15 kits were also given to Pink Auto drivers in Ranchi.
- Seeds for farming were distributed to women farmers so that they had a means to enhance their income through agriculture. 155 women-headed families from 7 villages associated with Shramajivi Mahila Samity (SMS) were provided with dry ration kits.
- Further, dry ration support was provided to 23 marginalized and single women (ST/SC/OBC) families from the villages of Narangasai, Baaljudi, Jhadgaon, Kasurva and Bhalrungi villages identified by SMS.



*Ration being distributed to women street vendors associated with AIWHF Ranchi, February 2022*

### **Enabling access to Government schemes**

The COVID-19 crisis laid bare pre-existing gaps in knowledge around and access to existing government schemes, and provisions for social protection. Raising awareness and disseminating information on these schemes became crucial as people were in dire need of access to entitlements. It was felt that this information could be better disseminated in the form of Jagori's popular Hindi journal Hum Sabla. This journal, containing information about women-specific government schemes in Delhi, Jharkhand and Haryana was finalized and 4000 copies were widely disseminated.

Jagori's field staff in Bawana, Madanpur Khadar, Tajpur Pahadi and Bilaspur camp used all communication channels like phones, personal and group meetings etc. to remain in touch with communities. They were able to reach around 20-30 thousand people through all these channels, providing information regarding the various welfare schemes of the government.

### a) Labour card registration drive

In May 2021, the Delhi government decided to provide monetary support of Rs. 5000, through the bank accounts of the registered construction workers. However, there were several families, whose members worked in construction sector but were unable to avail the benefits on account of being unregistered. Jagori conducted a training session for 6 community youth on the registration process for construction workers so that they can help other community members. With the help of community women leaders in these areas, the construction workers who were not registered were identified. 440 families were contacted through the construction workers registration drive in June 2021. This resulted in 98 workers being registered on the government construction workers' portal.

The process did not end here. Those construction workers who could not get registered remained in constant touch with women community leaders. Jagori is still working towards getting these workers registered on the portal. Around 194 construction workers were registered till March 2022, and 165 workers were able to access monetary benefits being given by the Delhi government.

### b) E-shram registration drive

One of the populations most affected by the pandemic and lockdowns were informal sector women workers. Taking cognizance of this, the E-shram portal was launched where informal sector workers could be registered and access government benefits after registering on the portal. The Delhi government launched this portal on 26 August 2021. Since informal women workers form a large constituency who Jagori works with, it was decided that the team would constantly engage with the E-shram network and participate in meetings convened with the government representatives regarding the issues being faced by informal women workers to register on the portal.

Realising that there was a digital divide, where women informal workers did not have smart phones or access to the internet, Jagori along with 21 youth volunteers (11 young women and 10 young men) from the four communities and 6 field staff, started assisting informal women workers in registering on the portal. Assistance was also given to men in informal work as the registration process was tedious and the portal used to frequently hang or function slowly. Because of technical glitches, only around 2 people were able to get registered on a single day.



*Youth volunteer assisting  
community women with  
E-shram registration in  
Badarpur*

### c) Help desk

#### d) Vaccination Awareness drive



A virtual session was organised on 5 June, 2021, where immunologist Dr. Satyajit Rath addressed prevailing myths and facts about the Corona vaccine, stressed on the importance of getting vaccinated to prevent further spread, and cleared doubts regarding the vaccine. 47 women and youth took part in this session.

## B. Catalysing Women's Leadership on Governance and Safety in Delhi

### i. Strengthening capacities of community women and youth

During the year, Jagori invested in strengthening knowledge and capacities of community women and youth leaders, as well as members of the women-led community-based platform *Nari Ekta Shakti Sangathan* (Women's Collective Strength), now in its third year of existence in the national capital, Delhi.



*Community women and youth leaders engaged in a session on government schemes and entitlements, July 2021*

On 27th and 28th July 2021, a two-day residential workshop was held with platform leaders on the theme of 'Government Schemes and Leadership Strategy at the Community Level', at Zorba the Buddha in Delhi. It was attended by 85 women from four communities. The objective was to build their knowledge and capacities and strengthen their leadership skills so that they could assist others in accessing entitlements and support services. Themes included government schemes for food security, social welfare and health, responding to VAW at the community level, formation of women's collectives and income generation. Sessions were facilitated by in-house as well as external resource persons. External RPs included Amrita Johri (Dilli Rozi Roti Adhikar Abhiyan), Richa Chintan (Jan Swasthya Abhiyan), Pankhuri Gupta (MARG), and Suman Verma (SEWA Delhi).

Besides this, 21 in-person meetings were held during the year – six in Bawana, six in Madanpur Khadar, two in Tajpur Pahadi and and seven in Bilaspur Camp. These meetings were attended by over 350 community women leaders, including homemakers as well as informal sector workers – street vendors,

domestic workers, home-based workers, factory workers, construction workers, Anganwadi workers – and nearly 50 youth leaders. Issues discussed included challenges related to E-Shram registration, rights of domestic workers, planning for events and campaigns, Women's Safety, food, water, health and sanitation, among others.

Additionally, the Jagori team along with women community leaders reached approximately 871 women, 70 men, and 373 youth in four communities through door-to-door visits, engaging in conversations on current concerns including impact of the pandemic on lives and livelihoods, access to basic entitlements, violence against women and women's safety in public spaces.

Community women leaders and young women attended 10 online meetings organised by various NGOs to increase their knowledge on issues of current concerns like the Public Distribution System, impact of COVID on different communities, status of relief work, issues of workers, and political participation of women with disabilities, among others.

## **ii. Engaging men and boys**

It was clear that in order to establish women's leadership in a sustainable way and create enabling environments for them, it would be important to get support from men and boys from their families and communities. On 18th August 2021, a participatory workshop was held with young men from all four communities on the theme of "Gender Equality and Masculinity", at the Indian Social Institute, Delhi. It was attended by 32 participants. The resource person, Satish Kumar Singh, a senior gender and masculinities trainer, addressed themes such as gender inequality, gender roles, unpaid care work, power relations, toxic and positive masculinity and the relation of masculinity with gender-based violence. Feedback indicated that key takeaways included a better understanding of the societal privileges accorded to men over women, and the importance of positive masculinity.

Further, a needs assessment was undertaken by Mr. Satish through meetings convened on 6th and 7th September 2021 in Bawana, Madanpur Khadar and Badarpur with 20 young men, 29 young women and 24 middle-aged women. A reflection meeting was undertaken with the Director and Jagori team members at Jagori's Shivalik office on 8th September 2021. The assessment clearly showed not only the need but also willingness of men and boys in communities to engage on gender issues.

## **iii. Meetings with stakeholders**

24 meetings were convened with various stakeholders in all communities – including Members of the Legislative Assembly, local Councillors, and the Municipal Corporation of Delhi (MCD) officials, Electricity department officials, ration shopkeepers, local Resident Welfare Associations (RWAs) and Anganwadi workers (AWWs) to discuss issues, raise complaints and ensure access to amenities.



*ASHA and Anganwadi workers engage with Jagori's postcard "Mahila Hinsa ki roktham" (Eliminating violence against women)*

Ration distribution was regularly monitored through visits to 13 dealers across all four communities to ensure that the ration card holders are able to avail their share of ration. 18 ASHA workers and 22 Anganwadi workers were contacted to follow up on the nutritious diet and vaccination of pregnant women and small children in the communities.

Each month, the Jagori team and community women leaders monitored the cleanliness in all four communities. In Badarpur's Tajpur Pahadi, a complaint letter was sent to the Municipal Councillor in June 2022, noting that garbage was dumped on the streets and drains had not been cleaned; this eventually resulted in cleaning of the drains.

Regular water supply was doubly important during the pandemic for frequent washing of hands. A signature campaign on the water supply problem being faced by the residents of three blocks in Badarpur's Bilaspur Camp resulted in the submission of a complaint letter signed by 50 families to the MLA as well as the Water Department in May 2022. This campaign played a role in catalyzing better water supply through processes such as installation of water alarms, provision of electricity connections, plumbing repairs etc. A new bore well was installed in one of the three blocks.

Issues of street lights not working were taken to the Electricity department, highlighting the impact of poor lighting on women's safety in communities.

### C. Re-aligning Strategies towards Rights of Women Workers in the Informal Sector

The second and third waves of the COVID-19 pandemic spotlighted the continued economic distress of women informal sector workers. It was realised that the need of the hour was to recognize women workers as crucial economic actors.. Since Jagori is expanding its scope of work with women informal sector workers, internal capacity enhancement and networking with labour rights institutions was deemed important.

Two learning sessions were held aimed at deepening the teams' understanding on the world of informal work, building their knowledge on women in MSMEs and Jagori's role in facilitating community women's access to employment and entrepreneurship.

- On 18th November 2021, trade union and labour rights expert Rakhi Sehgal conducted a session with teams from Delhi, Pataudi and Ranchi – 18 participants – on “women workers in the informal sector”. The session covered informal employment relationships, women's identity as workers, how the government views informal women workers, laws and schemes for these women workers, barriers to opportunities and skill development and how workers' organizations and the women's movement see these workers.



*Jagori team with RPs Mitali Nikore and Geetika Malhotra after a learning session on Women in MSMEs, November 2021*

- On 22nd November 2021, young feminist economist Mitali Nikore and her associate Geetika Malhotra conducted a learning session with 23 participants from the Jagori teams on Micro, Small and Medium Enterprises (MSMEs), with a focus on women-led MSMEs and women working in MSMEs.

Further, to strengthen our database for cross-learning, Jagori mapped 55 organizations and networks in Delhi-NCR working with women informal workers comprising of street vendors, domestic workers, home-based workers, construction workers, and women in MSMEs. Simultaneously, 80 women informal workers with leadership potential were identified with the aim of building their knowledge and capacities and thus enabling them to facilitate better access to rights and entitlements.

Routes used by women informal workers while commuting to their workplace were incorporated into Women's Safety Audits (WSAs) which were conducted in Madanpur Khadar, Bawana and Bilaspur Camp on 3rd, 5th and 7th March 2022 respectively. Conducting safety audits along these routes highlighted various aspects of unsafety in public spaces and its effect on women workers' ability to participate fully in the labour force. Observations from the audits were shared with service providers, and with consistent follow up, improvements were seen in street lighting and police patrolling on a few routes .

### **Interventions with Women Domestic Workers**

Jagori supported women domestic workers in all four communities during the pandemic with tangible contributions such as ration and cash when required, as well as in non-tangible ways such as providing information on domestic workers' rights and providing emotional and moral support when they faced job-loss and economic uncertainty. Jagori connected domestic workers with other collectives of domestic workers, and with organizations working on domestic workers' issues in other parts of the city. 8 meetings were conducted with 53 women domestic workers residing in Madanpur Khadar and working in six areas across Delhi. Issues discussed included government schemes – E-shram card, old-age and widow pension for themselves and Ladli Yojana for their daughters.

Understanding the impact of the pandemic on women domestic workers and the urgency to address their issues, Jagori formed a group of 17 like-minded organisations in Delhi working on the rights of domestic workers. The group was named 'Network for the Rights and Voices of Domestic Worker in Delhi-NCR'. One crucial activity held in the past year was advocating for domestic workers' issues in MCD elections. As a part of this network, Jagori joined the initiative undertaken by the Delhi Chapter of the National Platform for Domestic Workers (NPDW) for getting domestic workers' demands incorporated into the manifestos of the political parties for municipal elections. On 17th February 2022, 6 women domestic workers from Khadar and Badarpur as well as 3 members of the community team attended a training organised by the network, on how to put forth their demands to candidates in their area. On 4th, 5th and 7th March 2022, representatives from Jagori as well as three domestic workers from the communities went to the offices of all political parties in Delhi to present them with their demands. On 22nd March 2022, members of the Jagori team participated in a Tripartite Dialogue with Stakeholders organised by the NPDW for the enactment of State Level Legislation in Delhi and to seek a resolution in the Delhi Assembly for the enactment of Central Legislation for domestic workers.

## Sheela's act of solidarity

Sheela\* (name changed) is a domestic worker from Madanpur Khadar (a low-income resettlement colony in South-East Delhi), working in Jal Vihar, Delhi. She has a long association with Jagori and has become aware of domestic workers' issues and rights through her participation in trainings and meetings organised by Jagori.

One day when she was leaving for home, she saw a baby (1.5 years of age) alone on the road. Concerned, she started knocking on doors, asking whose child it was. She finally found out that Rama\*(name changed), the mother of the child was working as a domestic worker too, in one of the neighbouring houses.

On asking why the child had been left alone on the road, Rama said that she had no one at home to take care of her daughter and her employer did not allow her children inside the house since she was scared that they would break something and be a nuisance. Sheela took the initiative and talked to Rama's employer and explained that as an employer, it was her responsibility to ensure the safety of her employee and her child while she is on duty.. When the employer still seemed still reluctant to let the child in the house, Sheela said that if she wanted, she could provide Rama with paid leave for one month while she did not have anyone to take care of her children. She also had a conversation with the employer about the dignity of domestic workers and the mutual respect that should exist between employers and domestic workers. Eventually, Rama's employer understood and said that in the future, she would allow Rama's children to be inside the house while she worked. Sheela still checks up on this promise from time-to- time and has seen that children really do remain inside the house now and the employer greets her fondly whenever they cross paths.

That Sheela didn't wait for Jagori and negotiated with Rama's employer on her own is a great example of how awareness about one's rights and experiences of being part of a collective can empower a poor working woman to exhibit leadership qualities.



*Participants from AIWHF presenting a safety audit map, August 2021*

## **D. Creating Safe Public Spaces for Women Workers in Jharkhand**

In Jharkhand, Jagori initiated work with two new constituencies, namely women street vendors that operate in the city of Ranchi, volunteers and community women – mainly from lower socio-economic strata – in the Sonua block of West Singhbhum. The objective was to identify the factors that impeded mobility and consequently livelihoods of women.

### **TOT on Women Street Vendors' Safety**

Jagori conducted a 4-day workshop on women's safety in Ranchi, from August 10th-13th 2021 with 26 volunteers from All India Womens Hawkers Federation (AIWHF) and Shramjivi Mahila Samiti (SMS). The workshop covered the basics of gender, inequality, patriarchy, power and violence against women and went on to focus on sexual harassment, women's safety in public areas and the methodology and practice of the safety audit tool. Participants got to select routes where they would do the safety audit walk, based on a set of criteria. Demonstration safety audit walks were conducted in Ranchi city, and in the panchayat areas of Sonua.

Subsequently, Jagori conducted a report writing workshop on 29th and 30th August 2021 with five volunteers from SMS and six from AIWHF. The aim was to guide the volunteers to identify key areas which need to be focussed while documenting the findings and formulating the recommendations from the safety audit walks. In order to review the draft safety audit report and suggest edits, a follow-up meeting was held with two volunteers from AIWHF on 29th September 2021 and two volunteers from SMS on 30th September 2021.

## Safety Audit Walks

Between August and October 2021, safety audit walks were organised with AIWHF in five streets of Ranchi; FGDs were conducted with street vendors – 48 women and 40 men. Jagori also visited the vendors' market along with volunteers from AIWHF and interacted with the Town Vending Committee (TVC) members. Key Informant Interviews (KIIs) were conducted with the Deputy Mayor, Superintendent of Police (SP) Traffic, and 3 Town Vending Committee members of Ranchi Municipal Corporation where they acknowledged the gaps identified by the team in their report.

Further, safety audit walks were organised with SMS in 16 villages of 6 panchayats in Sonua and Gudri blocks. FGDs were conducted with 86 participants (women farmers, daily wage labourers) comprising of 54 women and 32 men. KIIs were conducted with 10 stakeholders including the Supervisor-ICDS, SHO-Sonua, Doctor-in-Charge-CHC of Gudri & Sonua blocks, Block Development Officer-Sonua block and 5 Mukhiyas (Panchayat Presidents).



*Field visit in Sonua, Jharkhand during annual review by CRY India, March 2022*

Noteworthy outcomes included cooperation and dialogue with the Town Vending Committee in Ranchi – the primary body that women street vendors go to with their problems. Interest was generated in at least 6 Panchayats in Sonua block to learn more about how to make public spaces in rural areas safe and inclusive for women.

## E. Creating an Enabling Environment for Girls and Women in Haryana

As ETASHA Society's technical partner for the "Spreading Wings" project in Haryana, Jagori's sustained commitment on the issue of creating safe and enabling public spaces for women and girls continued in the 6 project sites. The objective has been to enable safe mobility of adolescent girls and their access to

vocational/ higher studies and employment. The approach was many-tiered – (1) engaging with women in the communities on issues of girls' education, gender-based violence etc.; (2) mobilizing young girls and raising awareness, confidence and articulation around their aspirations and challenges faced in realizing them; (3) building community level awareness on women's empowerment, and (4) sensitizing service providers to catalyse and ensure safe mobility for young women and students.

Through door-to-door mobilization and regular group meetings Jagori team engaged with youth and elderly women and men and encouraged them to attend the sessions/ meetings on gender, violence against women, educational/ employment aspirations of young women etc. with a hope that such conversations will lead to change in their perceptions which is the first step towards any concrete action that they may take to challenge the gender inequality.

### **Awareness Raising**

As part of the ongoing mobilization process, the team has reached out to a total of 6624 community members (3937 women and girls and 2687 men and boys) in all 6 project sites namely: Khor, Pataudi, Baspadamka, Nanukalan, Haily mandi and Bhora Kalan. During the reporting period, Jagori conducted 42 short sessions and 30 community meetings on issues of violence against women and its underlying causes such as gender, patriarchy, discrimination and women's safety in public spaces with 792 community members: 362 women, 203 young women and 227 men/boys.



*Youth meeting in progress  
at Khor, Haryana,  
November 2021*

During the reporting period, Jagori team formed 14 groups comprising of 144 members in the project sites. Group discussion acts as a medium to build trust and over the past few months, the team has observed that it takes a considerable amount of time and effort to influence an entire community and shake off age-old gender norms.

### **Safety Audit Walks**

An essential part of the project is to create an enabling ecosystem by making public spaces safe and inclusive for women and girls to access education, training and employment opportunities. To achieve this, Jagori's team from Delhi conducted a one-day workshop on 9th November 2022 with 25 community members on the issue of women's safety in public spaces. This was followed by Safety Audit walks on 10th and 11th November 2022 where Jagori along with ETASHA team members and community volunteers covered 8 areas in Pataudi, Baspadamka and Khor. They engaged with community women, men and young women to understand their perceptions on safety, mobility and access to public transport.

### **Engaging with stakeholders**

Rapport building meetings were held with stakeholders such as Nagar Palika- Secretary of Pataudi, 7 Councillors (Parshad) of Pataudi and Haily mandi, Police officials like Station House Officer and Sub Inspector, 6 sector supervisors of ICDS (Integrated Child Development Services) Department Pataudi, 7 members from Education Department, Vice-Chairman of Pataudi, Panchayati officials like the President of Scheduled caste (Zilla Nigam) and 3 Village Council head (Sarpanch) of Khor, Baspadamka and Nanukalan, 53 Frontline (Anganwadi) and Health care workers (ANMs and ASHAs). Discussions with stakeholders revolved around findings of the safety audit walks and the corrective steps needed towards making public spaces safer for women and girls.

महिलाओं ने हाथ जुटाया  
पंचायत की बदली काया  
जागोरी

# CHAPTER



## Research And Knowledge Dissemination

Something unique about the research studies this time around was that they were a response to the pandemic and were efforts to fill-in knowledge gaps and to generate new evidence. They were small-scale since they were an impromptu response and were conducted in a situation with several restrictions like mobility and/or availability and comfort of possessing mobile phones. The issues and gaps that emerged were used to inform not only Jagori's activities, but also for advocacy with government bodies and dissemination among other CSOs for cross-learning. Therefore, knowing the importance of accurate data for policy and action, Jagori was able to undertake research that was both timely and relevant. The shift in Jagori's strategy was reflected and priority was given to collecting data and understanding the needs and experiences of women informal workers – from domestic workers in Delhi to street vendors in Ranchi.

Further, trainings to build conceptual understanding – around themes like gender, patriarchy and violence, sexual harassment at the workplace and the POSH act, women's safety in public spaces and its impact on mobility and livelihoods, and feminist counselling – was one way of imparting much needed knowledge and skills to government functionaries, front line workers and activists; production and dissemination of critical information like helpline numbers in Hindi (the local language) via posters, leaflet, booklet and diary and online through our website and social media was another.

## **A. Research: knowledge creation and data gathering**

### **i. Study on Redress Mechanisms for Sexual and Gender-Based Violence with CBGA and UN Women**

Jagori – given its rich expertise in working towards ending violence against women – was invited to join CBGA and UN Women in a 4-state study on Sexual and Gender Based Violence (SGBV) in Delhi, Rajasthan, Punjab and Uttar Pradesh. Anchoring the study in Delhi between December 2021 and March 2022, the main aim was to explore how both state and non-state violence redress mechanisms can be improved – by analyzing policy and implementation gaps and preparing focused sector-wise recommendations. This was especially relevant with the ongoing pandemic where there has been an increase in SGBV in both public and private spaces.

Jagori provided crucial inputs into CBGA and UN Women's overall research design and methodology and highlighted the important role played by civil society organisations and NGOs in addressing SGBV. With a sample size of roughly 50 participants for each state, the Jagori team designed, planned and conducted research using mixed-methods. Participants included state service providers and non-state service providers and included survivors, functionaries from the police, One-Stop Centres (OSCs), shelter homes, Delhi State Legal Services Authority (DSLISA) as well as representatives from the Delhi Commission for Women (DCW), Department of Women and Child Development (WCD), mahila panchayats, and representatives of Dalit organization/s. Tools such as surveys, KIIs and FGDs were used and the research was conducted both online and offline. Jagori also provided key inputs to researchers from other states – for e.g. insights on engagement with Mahila Mittars given to researchers in Punjab. Challenges in mobility and communication arising from the third wave of the pandemic in January 2022, technical glitches and scheduling conflicts did not deter the team as they worked under tight timelines, adapting tools wherever required and ensuring a survivor-centric and participatory feminist research methodology.

Holistic insights from the research included challenges and gaps in SGBV service-provision from the perspective of state and non-state service providers as well as survivors, along with general and service-specific recommendations. Jagori also contributed relevant recommendations previously shared with government stakeholders.

## ii. Rapid Study with Pink Auto Drivers in Ranchi

During July-August 2021, Jagori conducted a rapid study with 15 Pink Auto Drivers in Ranchi, Jharkhand. This study was planned and executed in a short time-frame, on priority, since Jagori's team in Ranchi got word that women transport sector workers were particularly vulnerable during the pandemic. The objectives of this survey were to assess the impact of the second wave of COVID-19 on the financial well-being of these women drivers and to capture the challenges and struggles of these women workers during the pandemic.

Some key findings from the study suggested that women auto drivers experience issues like frequent harassment by male drivers. They also reported higher levels of anxiety and uncertainty during the second lockdown. Respondents shared how unpaid care and domestic work lowers the number of days they are able to work per month. It also emerged that loans from commercial banks are not easily available for pink auto drivers. As many of them were single women, they felt vulnerable to economic and health shocks and social exclusion. The mobility restrictions during lockdown resulted in reduced income levels affecting their ability to purchase ration, vegetables, medicines and other essentials.



*Pink auto drivers in Ranchi, who participated in Jagori's rapid study, August 2021*

Sensitive to the stories of struggle with food security and low income, Jagori decided to provide dry ration kits to 15 pink auto drivers who participated in the study. These kits included dry ration, masks, sanitisers and sanitary products like sanitary napkins.

## iii. Co-Impact Project to Map CEDAW Implementation in India with IWRAW-AP and The George Institute

Jagori was invited on board by The George Institute for Global Health India (TGI) for this three-year initiative to address the lack of systematic evidence on what drives the effectiveness of the

recommendations made by the Committee on the Elimination of Discrimination against Women (CEDAW) at the periodic reviews conducted with the 189 States that have ratified the Convention. The initiative spans four countries –India, Indonesia, Kenya and South Africa. Jagori is leading the country activities in India. Anchoring the research across all four countries is International Women's Rights Action Watch Asia-Pacific (IWRAP-AP), an organisation that has been a leader in the CEDAW review process for many years. For Jagori, this research (which is a 3-year project) is a unique opportunity to engage with CEDAW in alignment with our strategic focus on gender-based violence (GBV) and safety. The focus on GBV is both an entry point to developing evidence on the effectiveness and impact of the CEDAW Committee's recommendations, and a way of simultaneously addressing an intractable issue that impacts gender equality and equitable health outcomes for women. The initiative will combine statistical analysis, qualitative data analysis, and discussions with key stakeholder groups, building on work already done and including practitioners in the data collection and analysis.

Preliminary meetings with TGI and IWRAP-AP were held in October 2021 to develop an understanding of the purpose and proposed structure of the research. In December 2021, an introductory meeting for all country partners was held to collectively understand priorities and areas of work. In February 2022, Jagori gave inputs into the Grant Fund Proposal which was then submitted to Co-Impact. Work on the initiative will be kicked-off in April 2022 with an Inception Meeting across all four countries – India, Indonesia, Kenya and South Africa – to address key research questions and develop a draft research plan.

#### **iv. Rapid Study on the Economic Well-being of Domestic Workers in Delhi**

Women domestic workers have been one of the worst hit by the pandemic. The second wave nullified whatever little recovery they were slowly making. To understand the severity of the pandemic's impact on employment, household expenditure and financial well-being, Jagori conducted a study titled 'A Rapid Study to Assess the Impact of COVID-19 on Financial Well-Being of Domestic Workers' in May-June 2021. Owing to the lockdown imposed due to the second wave, telephonic interviews were conducted with 25 women DWs across Delhi-NCR. Without jobs, a large majority of these workers had sustained themselves by taking informal and formal loans, many already stuck in cycles of debt, without much work in hand. Even the small sample of 25 makes abundantly clear their lack of access to resources and/ or support structures, and most importantly, the impoverishment at all levels.

Findings from the study offered insight into loans, borrowings and accumulation of debt as well as their awareness of relevant welfare packages and schemes, and the extent to which these schemes were accessed and used. Infographics titled: 'Livelihoods on Loan - A Rapid Survey to assess the Impact of COVID-19 on Financial Well-Being of Domestic Workers' were developed. [https://www.jagori.org/sites/default/files/Domestic\\_Workers\\_Infographics\\_2.pdf](https://www.jagori.org/sites/default/files/Domestic_Workers_Infographics_2.pdf)

Further, to commemorate June 16 2021 – the International Day of Domestic Workers- Jagori co-authored an article titled "Don't Neglect the Domestic Worker" based on the findings of the above-mentioned study, to generate awareness on the plight of Domestic Workers during the second wave of the pandemic. Link: <https://indianexpress.com/article/opinion/domestic-workers-covid-19-lockdown-7362123/>

## **B. Trainings**

### **i. On Women's safety, for Block Resource Persons in Jharkhand**

Jagori conducted a 3-day residential training of trainers (TOT) in Ranchi's Genista Inn from 26th-28th August 2021 with 17 Block Resource Persons (BRPs) in collaboration with Jharkhand State Livelihood Promotion Society (JSLPS) – to address violence against women and women's safety in public spaces, with a specific focus on the safety audit tool and methodology. The training was part of ongoing engagements with the JSLPS to strengthen the existing local resource-pool and enable them to address issues of VAW at the block and village levels.

The training objectives were to deepen the participants' understanding of women's safety and unsafety in public spaces; the impact of public space violence on women; to explain the safety audit approach and demonstrate the safety audit tool. Themes covered during this interactive and participatory workshop included sexual harassment of women in public spaces and the fear of such violence, the global safe cities agenda and the safety audit methodology. After establishing a base understanding on safety, participants were taught how to conduct safety audit walks and make safety audit maps. Safety audit walks were then demonstrated around the training centre.

### **ii. On Burnout and Self Care, for Jagori's Team and Frontline Functionaries of the Government**

Realising that working during the pandemic was taking a toll mentally and physically on the Jagori team – with an increase in cases of violence, constant phone-counselling and working from home while juggling professional and personal lives – it was decided that a Workshop on Self-care and Burnout would be organised with resource persons (RPs) well-known psychologist Dr. Aparna Joshi and her colleagues from the iCall team at TISS. This workshop was held online on 18th May 2021 for all Jagori teams, including fellows. The RPs conducted exercises with the team to relieve physical and mental stress and spoke to the teams about identifying signs of distress, physical self-care and emotional and psychological self-care. The team was fully immersed and shared their experiences of stress during the pandemic, positive reaffirmations and personal stress-management activities.

Given the vast experience of counselling and psycho-social support work for women survivors, Jagori thought that just like its own team, frontline functionaries (FFs) who have been dealing with the rising VAW cases since the onset of the pandemic would also be facing high stress and possible burnouts. Jagori therefore suggested to the Department of Women and Child Development, Govt. of NCT of Delhi (WCD) that these FFs need self-care and burn out prevention measures. In a true feminist solidarity gesture, Jagori once again engaged the TISS team running the iCall helpline to conduct a series of three 3-hour online workshops on 20th May 2021, 2nd June 2021 and 3rd June 2021 on Self-Care and Burnout, for a total of approximately 140 frontline workers of the WCD – including OSC teams, protection officers, state resource centre teams, shelter homes coordinators, case workers and district women's teams. They openly shared their fears, concerns, experiences of burnout and the massive responsibility they felt towards survivors reaching out to them during the pandemic. The RPs gave them some calming exercises for the body and mind that could be done even in the middle of busy workdays and shared tips and tricks for easy self-care. The workshops received an overwhelming response and extremely positive feedback from the FFs.

### **iii. On Sexual Harassment at the Workplace**

- Continuing to utilize every opportunity to spread feminist consciousness and messages, a 2-day online workshop on Gender and Sexual Harassment at the Workplace was conducted on 4th and

5th August with 12 employees of Roop Automotives Limited (Gurgaon). They had reached out to Jagori to conduct this session with their staff. This training was facilitated by senior gender trainer Runu Chakraborty. Day one covered the themes of gender, patriarchy, inequality and VAW. Day two was on the theme of sexual harassment at the workplace and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

- Online training sessions on the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 were conducted for a total of 65 call officers and field response officers of the National Helpline for Senior Citizens (NHSC) across the states of Jharkhand, Jammu and Kashmir and Rajasthan. These were facilitated by Dr. Anagha Sarpotdar and Nandita Bhatt and Nitya Sriram from Martha Farrell Foundation. The training was held on 1st August 2021 for NHSC staff from Jharkhand and Jammu and Kashmir, and from 6th-8th September for NHSC staff from Rajasthan. Themes covered included the basics and specifics of the Act, the reason for the constitution of this Act and the relationship between gender inequality, patriarchy and sexual harassment.
- On 5th March and 24th March, 2022 Jagori conducted sessions on the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 with approximate 90 Sashastra Seema Bal (SSB) women constables, and head constables of SSB 25th Battalion at Ghitorni. The discussion was focussed on the legal provision of law, introduction of the Internal Committee, the procedure to be followed while filing a complaint. The session included tips and common loopholes. Participants were advised not to stay silent when confronted by an act of sexual harassment at the workplace and to focus on 5 Ws and an H (What, Where, When, Who, Why and How) while documenting any incident-whether it was physical or verbal harassment or non-verbal forms of harassment.

#### iv. On GBV, Public Health and Gender Justice

On 25th March 2022, Jagori facilitated a session on feminist counselling principles at Zorba the Budha, organized by SAMA as part of a five-day course titled 'Gender-based Violence - an issue of Public Health and Gender Justice'. There were 17 counsellors from five Indian states. It was an interactive session that involved the use of power point presentation, cases, group activities and a song to illustrate key feminist counselling principles and their application during interventions whether telephonic or face to face.

From 10th-13th March 2022, Jagori was invited to conduct a session on gender, patriarchy and masculinity at the National Hawkers Federation Meeting on rights of women street vendors and related laws at Bhuj, Gujarat.



*Jagori's Deepshikha facilitating a session on feminist counselling principles at SAMA's training, March 2022*



*Jagori's Amrita conducting a session on gender, patriarchy and masculinity at Bhuj, Gujarat, March 2022*

On 25th March 2022, Jagori was invited by Azad Foundation to facilitate a session on gender-based violence on the occasion of their alumni meet. Around 70 participants including women, young boys and girls attended this session.

### C. Material Production and Dissemination

In memory of Jagori's founding member and renowned feminist Kamla Bhasin, who we lost in September 2021, a planner for 2022 was produced and dedicated to her memory and the feminist spirit she evoked in all those she met. This planner received an overwhelming response. We had to reprint it twice.

23,900 copies of various publications were printed/ reprinted, including informative books, postcards and pamphlets on violence against women and redress mechanisms. 21,746 copies were disseminated amongst a wide audience in Delhi (including all four communities), Haryana, Jharkhand and in other states as well.

The actions undertaken by the community women and youth leaders were regularly posted on Jagori's websites - reaching 20,633 users during this period (13,299 new users on [www.jagori.org](http://www.jagori.org); 1,318 new users on [www.safedelhi.in](http://www.safedelhi.in) and 6,016 new users on [www.livingfeminisms.org](http://www.livingfeminisms.org))

The following publications were produced during this period

#### i. Hum Sabla

This is Jagori's popular journal in simple Hindi on contemporary themes, designed to meet the expanding knowledge needs of grassroots women's groups, activists and NGO workers. This year's journal provides information on key schemes of the Central and State Governments of Delhi, Haryana and Jharkhand, collated and compiled in simple Hindi language. A total of six themes have been covered – Education, Health, Employment, Food Security, Social Security and Women's Empowerment. A thematic-analysis of the schemes was also undertaken in terms of budget allocation and utilization, and gaps. This edition is interspersed with eight case studies of women across Delhi, Jharkhand and Haryana, describing how women were unable to access key schemes and highlighting barriers to access; and how women managed to gain access despite barriers. The issue was finalized, 4000 copies were printed and are being widely disseminated.

#### ii. Safarnama, Jagori's 2021 Diary

This documents the arduous journeys of 15 women informal sector workers from the four communities. It is written in simple Hindi by journalist Bhasha Singh. The personal narratives of the women workers – many of whom are street vendors, domestic workers, factory workers etc. - highlight the challenges and difficulties faced by these women in their lives. 855 pieces of this diary were widely disseminated.

#### iii. "Hinsa se pareshan ho?" - an information booklet

This booklet on violence prevention services was produced and 2000 copies were printed. The objective of the booklet is to help women with contact information of important support services for VAW redress in Delhi, such as Helplines, The Crimes against Women (CAW) cell, Protection Officers, the Delhi Legal Services Authority (DLSA) etc. It also provides a step by step understanding of ways in which women can approach service providers.

#### iv. Pamphlet on vaccination

It was observed that there was a lot of fear and apprehension in the communities regarding vaccination, as well as a lot of misinformation. In many cases, community women were told by their families to not

## Books have taught us, now we are teaching others!

Rani\* (name changed) lives in Bawana resettlement colony with her husband and three children. She used to work in a factory before the pandemic, but she lost her job during the lockdown. Paying house-rent and providing for food and other basic needs of the family was extremely difficult now. In a desperate need of money, she had to borrow from her neighbour. This money was immediately useful but her relief was short-lived. While talking to the Jagori team about these days, her eyes became damp in sorrow. Rani thankfully related how a few civil society organizations, including Jagori, helped her through these tough times by providing ration.

As soon as the lockdown was lifted Rani resumed working. She is currently working in a factory in Bawana industrial area for the last seven months. After working for 10 straight hours in the factory every day, Rani receives a monthly salary of Rs. 8000. Rani has seen her share of hardships but she doesn't want the same for her daughter. She wishes to educate her daughter well so that she can be self-reliant. She has visited several private schools for her daughter's admission there. However, the fees for these schools was too high. A few days later, Rani attended a meeting at Bawana organised by Jagori for informal sector workers. She was given Jagori's publication Hum Sabla about government schemes in this meeting. She found two schemes particularly useful for her daughter. The first scheme was about free schooling in private schools under EWS and the second was the savings scheme for the benefit of girls – Sukanya Samriddhi Yojana. Rani started trying to access the two schemes.

The first step in this journey was getting her daughter's Aadhar card made. After the Covid-19 pandemic, an online appointment procedure was set up for new Aadhar cards as well as for changes in existing Aadhar cards. Rani overcame her lack of technical know-how by reaching out to Jagori for help and secured an appointment after a week. She took a day off work the next week and took her daughter to the Aadhar center for registration. It took three weeks for the Aadhar card to be made. Now it was time to open her daughter's account in the post office under the Sukanya Samriddhi Yojana. The very next day, Rani reached the post office with the necessary documents and found a long queue outside. It still wasn't Rani's turn at 2.30 pm and just as she was about to reach the window, it was shut closed. She was told to come back the next day. Since Rani had taken a leave that day, it was difficult for her to take another leave the very next day.

Even asking for a leave might result in her boss firing her. But driven by the urge to utilise the Sukanya Samriddhi Yojana for her daughter, she called the owner of the factory and informed him of the situation. He agreed to grant her leave but told her that three days-worth of pay would be deducted from her salary. Rani agreed to the owner's condition and reached the post office well before it had even opened and she was finally able to get an account opened for her daughter. But there was still more to do.

As soon as her work at the post office was done, she immediately reached the Jagori office. She filled an application for her daughter's school admission under the EWS quota with Jagori's help. One month later Rani's daughter's name appeared in the admission lists of one of Delhi's famous public schools. Rani's daughter now has a good education and Rani is so proud. Rani's endeavors in have boosted her confidence after learning about government schemes and engaging with them on her own. she now says proudly, 'Books have taught me, now I will help others!'

take the vaccine because of the belief that it caused infertility. Jagori created a pamphlet in simple Hindi containing all the important information on vaccination and dismantling myths related to it. 500 copies were printed and distributed in all four communities.

**v. Postcard on *Mahila Hinsu ka Roktham* (ending violence against women)**

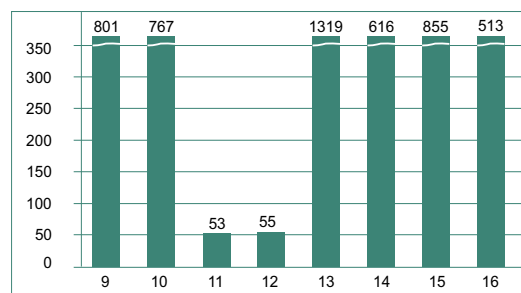
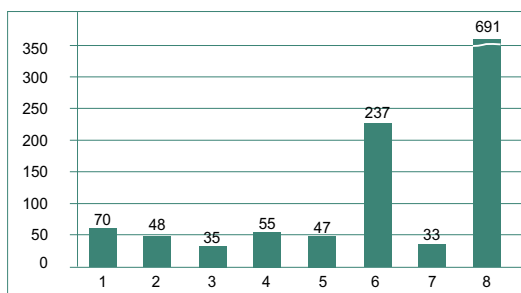
This postcard included messaging in simple Hindi. Messages included those on intolerance of all forms of VAW, the importance of reporting, respecting the survivor's voice and choice, supporting survivors without judgment and maintaining the anonymity of survivors. 3000 copies of these postcards were printed.

**vi. Multi-media productions**

A video was uploaded on 16<sup>th</sup> June 2021 – on the International Day of Domestic Workers. The video featured Heeravati - a long-time Jagorian working with women domestic workers for over 10 years - talking about the rights and voices of domestic workers. She talked about the demands of domestic workers - primarily a fixed income, social security, and paid leave; and the need to recognise them as frontline workers and prioritise their demands.

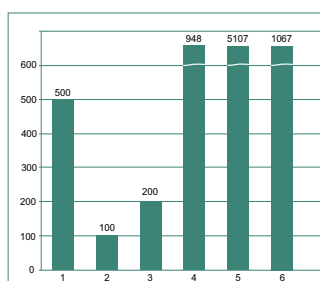
### PUBLICATION OUTREACH

| Sl. No. | Publication                       | Qty. (Pcs) | Sl. No. | Publication                                  | Qty. (Pcs) |
|---------|-----------------------------------|------------|---------|----------------------------------------------|------------|
| 1       | Aao Miljul Gayen (Song Book)      | 70         | 9       | Bhala Ye Gender Kya Hai?                     | 801        |
| 2       | Ulti Sulti Mito                   | 48         | 10      | What Is A Girl? What Is A Boy?               | 767        |
| 3       | Kash! Mujhe Kisi Ne Bataya Hota!! | 35         | 11      | Understanding Gender                         | 53         |
| 4       | Laughing Matter (Hindi)           | 55         | 12      | Exploring Masculinity                        | 55         |
| 5       | Ulti Sulti Amma                   | 47         | 13      | Hinsa Se Preshan Ho?                         | 1319       |
| 6       | Mard Mardangi Aur Mardwad         | 237        | 14      | Canves Bag (Be Fhikar Rahen, Hum Bhee Chahe) | 616        |
| 7       | Nariwad Yeh Aakhir Hai Kya?       | 33         | 15      | Notebook (Safarnama)                         | 855        |
| 8       | Pitrsatta Kya Hai?                | 691        | 16      | T-Shirt (Be Fhikar Rahen, Hum Bhee Chahe)    | 513        |



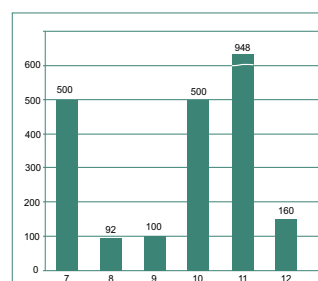
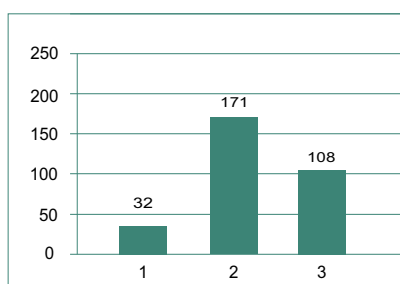
### PUBLICATION OUTREACH

| Sl. No. | Publication                                              | Qty. (Pcs) | Sl. No. | Publication                                   | Qty. (Pcs) |
|---------|----------------------------------------------------------|------------|---------|-----------------------------------------------|------------|
| 1       | Covid Parcha (Gar Corona Virus Ko Hai Harana, Fhir...)   | 500        | 7       | Parcha (16 days Campaign 2021)                | 500        |
| 2       | Poster (Mahila Hinsa Ki Roktham ke liye Jaroori Hai-)    | 100        | 8       | Post Card (16 days Campaign 2021)             | 92         |
| 3       | TamannaohkaFrame (4pcs Set)                              | 200        | 9       | Poster (16 days Campaign 2021)                | 100        |
| 4       | Post Card (Mahila Hinsa Ki Roktham ke liye Jaroori Hai-) | 948        | 10      | Post Card, Ranchi (Sarvjanik Jagahon Per...)  | 500        |
| 5       | Parcha (Aage Bado Or Mahila Hinsa Ke Khilaf..)           | 5107       | 11      | Post Card, Pataudi (Sarvjanik Jagahon Per...) | 948        |
| 6       | Planner (English & Hindi 2022)                           | 1067       | 12      | Safe Delhi Badges                             | 160        |

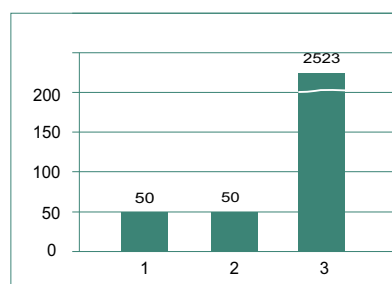


### POSTERS

| Sl. No. | Publication                              | Qty. (Pcs) | Sl. No. | Publication                                                                                | Qty. (Pcs) |
|---------|------------------------------------------|------------|---------|--------------------------------------------------------------------------------------------|------------|
| 1       | Poster Literacy                          | 32         | 1       | Health (Jan to June 2015)                                                                  | 50         |
| 2       | Poster Girl Child                        | 171        | 2       | Women's Property Right (Oct 2017 to Sep 2018)                                              | 50         |
| 3       | F.I.R. Poster (First Information Report) | 108        | 3       | On key schemes by the Central and State Governments of Delhi, Haryana and Jharkhand (2021) | 2523       |



### HUM SABLA



# CHAPTER



## Networking - Advancing Feminist Discourse on Gender, Rights And Women's Safety

Leveraging synergies through joint actions and collaborations with like-minded organisations has been intrinsic to Jagori's approach. During this year, focus has remained on the impact of the pandemic on the work and lives of women domestic and other workers in the informal sector, countering violence against women and improving response systems. There have been increased efforts to incorporate gender-perspectives in networking and campaign activities and attempts at cross-learning to inform work with expanded constituencies.

## **A. Network for the Rights and Voices of Domestic Workers in Delhi-NCR**

Jagori led this network with the aim of collectively working towards the goal of ensuring that these vulnerable women workers do not fall off the radar and that their voices were fore-grounded in policy, practice and perspective. Since the second wave of the pandemic made it difficult to conduct offline activities from April-July 2021, activities were mainly online. Once lockdowns and restrictions were lifted, July 2021 onwards, Jagori co-organized/joined many of the network activities. Along with other network members, Jagori assisted the Department of Labour in Delhi in conducting a pilot survey with informal sector workers and emphasized inclusion of domestic workers in the survey. Women domestic workers from the communities Jagori works in also participated in a meeting with the Deputy Labour Commissioner about this survey, along with representatives from other CSOs and networks. Through this network, they were also able to approach the office of the Labour Commissioner and raised the issue of their exclusion from the new Labour Codes, because it is a set-back in terms of their recognition as workers and realisation of their rights.

On 17th February 2022, Jagori team and 6 domestic workers from the four communities participated in a workshop organized by the network to strengthen their articulation and presentation of demands to various candidates in the upcoming MCD elections in Delhi. The purpose of this workshop was to ensure that these demands were voiced by domestic workers themselves and they were therefore able to take ownership of them. 200 copies of a Charter of Demands created by the network, in collaboration with domestic workers from all over Delhi-NCR, were disseminated in all four communities in a run-up to the 2022 MCD elections in Delhi that were eventually postponed.

Jagori also regularly attended meetings in preparation for an upcoming Roundtable Conference organized by the network with various stakeholders including grassroots level organisations, domestic workers, MCD officials and others, in May-June 2022.

## **B. Main Bhi Dilli: Ab Sheher Saath Banayenge (I too am Delhi, now we will build the city together) (MBD) Campaign**

MBD Campaign is a people's campaign aimed towards ensuring that the Delhi 2041 Master Plan is inclusive and directed towards making the national capital more equitable, just and sustainable. Jagori has been a part of the campaign right from its inception and has engaged the National Institute of Urban Affairs (NIUA) and Delhi Development Authority (DDA) on the issues of safety and inclusivity through a gender lens. Following is a glimpse of Jagori's engagement with the campaign during the year:

- Jagori moderated a gender consultation on 22nd June 2021 where representatives from Safetipin, WIEGO, IIHS, City Sabha and The Urban Catalysts came together to review the draft of the MPD-2041, identify gaps with regard to gender and inclusivity in specific sections and discuss the need

for a separate gender chapter. The report of the consultation was prepared by Jagori and Safetipin teams. Subsequently, Jagori presented a gender critique of the draft MPD-2041 at a 2-day virtual public meeting organised by the Campaign on 9<sup>th</sup>-10<sup>th</sup> July 2021.

- In July 2021, Jagori helped draft a letter to the Lieutenant Governor of Delhi, sharing the Campaign's concerns related to the draft MPD-2041 document and requesting for a meeting to discuss possible ways to ensure a gender-inclusive document.
- On 13 July 2021, Jagori and Safetipin along with other members of the MBD campaign met with Dr. Rashmi Singh (IAS) – Director, Women and Child Development, Govt of NCT of Delhi to discuss the lack of gender inclusivity in the Master Plan.
- Jagori attended the press conference organized by the MBD Campaign on 15th July 2021 at the Press Club of India where Kalpana Viswanath represented Jagori and Safetipin and presented the gender critique of the draft MPD-2041.
- Jagori and Safetipin drafted a document (with inputs from MBD Campaign, WIEGO, IIHS, City Sabha and The Urban Catalysts) and made a joint submission to the Delhi Development Authority (DDA) on 23<sup>rd</sup> August 2021, stressing on the need for an over-arching gender chapter in the MPD-2041 so as to ensure that the plan prioritises safe and gender-inclusive spaces as the benchmark for the next twenty years.

Overall, the MBD Campaign submitted over 20,000 suggestions and objections to DDA. Following this, the DDA & NIUA convened public hearings to examine the suggestions. The campaign presented their evidence-based objections and recommendations on all the contested issues. Jagori presented the gender chapter in one of the public hearings on 25<sup>th</sup> October 2021. A meeting was held on 17th September 2021 to plan the next steps; Jagori attended this meeting and shared critical inputs.

### C. Lam-lynti Chittara Neralu (LCN) - National Network on Shelter Homes

As part of its ongoing commitment to viewing shelters as an integral part of the violence redress ecosystem, Jagori along with Action India and Nazariya, co-organised a round table conference entitled 'Joining Hands towards Better Shelter Homes for Women', at the India International Centre in Delhi on 17th December 2021. The aim was to collectively identify scope for collaboration between organisations working on issues of GBV, shelter home management and staff, and government departments, and to create a plan of action for survivor-centric rights-based shelter homes. Representatives from shelter homes for women governed by the Delhi Government, as well as private shelter homes including for persons with mental/ physical disabilities, lesbian, transgender persons, and shelters for the homeless participated. Dr. Rashmi Singh, Director of the Department of Women and Child Development of Delhi, spoke about various initiatives of the government to bring about synergies across its departments so that survivors



*Dr. Rashmi Singh giving closing remarks at the roundtable conference, December 2021*

have easier access to various services, better care for survivors with mental health issues, and focus on livelihood opportunities and long term follow up and support for residents. This consultation also resulted in a list of implementation gaps that need to be filled, critical needs of survivors and recommendations on how to make shelter homes safer and more inclusive.



*Jagori's Kailash at the meeting with DWCD as part of the e-shram network, October 2021*

## D. Delhi E- Shram network

The Delhi E-Shram network started in July 2021. Jagori has been associated with the network from its beginning, and has worked actively towards registration of unorganized workers on the E-Shram portal. In this pursuit, Jagori participated in 5 meetings with the labour commissioner, vice commissioner and Director, DWCD (7th, 13th July, 23rd August, 30th September and 14th October 2021). In these meetings, Jagori raised several concerns related to the portal like - Aadhar card not linked to the phone number, most women not having a bank account, problem in updating of Aadhar, non-functional or slow servers during registration, lack of awareness-raising efforts and publicity by the

government. It also put forth several suggestions such as doing away with the requirement of Aadhar card, organizing Aadhar card camp at all Anganwadi centres and starting the offline registration process.

## E. Other Submissions by Jagori

- Jagori, along with Martha Farrell Foundation and Human Rights Watch, submitted letters regarding gaps in redress for violence against women and girls to key government stakeholders in Delhi and Jharkhand –including the Ministry of Women and Child Development, National and Delhi Commissions for Women, Jharkhand State Women's Commission and Department of Women, Child Development & Social Security, Jharkhand. This advocacy effort was carried out on International Women's Day.
- In May 2021, The Department of Women and Child Development (DWCD), Government of Delhi NCT formed the Delhi Gender COVID Response & Recovery (DGCRR) group – a planning group for civil society organizations/women's organizations/academia, DWCD and UN Women. Jagori – as a member of the task force on Women's Rights and on Social Security – submitted recommendations on addressing impacts of the second wave of the pandemic on women. These included providing immediate relief like ration and unconditional cash transfers, prioritizing and expediting free COVID-19 vaccinations, ensuring women's access to primary health care as well as maternal and child health care; and providing Standard Operating Procedures (SOPs) for shelter homes and One Stop Centres.

- In July 2021, Jagori was approached by the National Commission for Women (NCW) to prepare a module on Dowry to train their Dowry Prohibition Officers.
- Jagori cross-checked and confirmed available data on functional protection centres and One-Stop Centres (OSCs) and presented findings to the Department of Women and Child Development (WCD), October 2021.
- Jagori submitted a concept note on 'Addressing Violence against Women in Punjab: A Pilot Intervention in 3 districts'. Jagori proposed to work with the Community Awareness Division of Punjab Police to showcase a model that depicts collaboration and synergies across Police, departments of health and WCD to address the issue of Violence against Women. Jagori Director, two other team members from Jagori and Amulya Nidhi – an independent consultant visited Chandigarh and met Additional Director General of Police (ADGP), Punjab Police Mahila Mitra (PPMM), and other police officials, WCD officials, medical doctor, and TISS coordinators. The team also visited PPMM centre at Mohalli – police station Sanjh Kendra, met Sub-inspector and incharge of women help desk SAS Nagar and visited OSC at Fatehgarh Sahib. The proposal is under discussion.

## F. Meetings/conferences/workshops at National and State level

Jagori has consciously worked with new constituencies for mainstreaming of gender in their work, and to provide technical advice to various stakeholders on ending violence against women. During the year, Jagori has leveraged opportunities to add to feminist discourse and raise feminist concerns in policy, through inputs to various bodies including to the National Commission for Women (NCW) on reforms in Criminal Law. Jagori's Director Jayashree Velankar is part of the Working Group on Health of the Feminist Policy Collective and Jagori's Senior Advisor Suneeta Dhar is part of the Working Group on Gender-based violence. The National Human Rights Commission regularly consults Jagori on issues of domestic workers' rights.

Some other stakeholder engagements of the year are listed below:

| Sl. No. | Month                                         | Stakeholder/ Organisation                                    | Details                                                                                                                                                                                                                |
|---------|-----------------------------------------------|--------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1       | 2 <sup>nd</sup> June 2022                     | META                                                         | Attended META's Roundtable on Women's Safety and provided critical inputs into the review of their Community Standards                                                                                                 |
| 2       | 10 <sup>th</sup> -13 <sup>th</sup> March 2022 | National Hawkers Federation, Bhuj, Gujarat                   | Conducted a session on gender, patriarchy and masculinity in the National Hawkers Federation Meeting to discuss rights of women street vendors and related laws.                                                       |
| 4       | January and March 2022                        | Chief Minister's Good Governance Associates (CMGGA), Haryana | On convergence of VAW support services, highlighting victim compensation as a crucial area of redress, as survivors of acid attacks and sexual assault often do not receive compensation even though legally mandated. |

|    |                                                 |                                                                                          |                                                                                                                                                                                                                                              |
|----|-------------------------------------------------|------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 5  | 7 <sup>th</sup> January 2022                    | Niti Aayog                                                                               | Jagori's Director was a panellist and presented recommendations at a virtual meeting with CSOs / NGOs/Trusts etc. registered on NGO Darpan Portal on 7th January, 2022 to prevent surge of OMICRON and COVID cases and other related issues. |
| 6  | 6 <sup>th</sup> -7 <sup>th</sup> December 2021  | Rising Flame                                                                             | Panellist at a National level conference to discuss VAW with disabilities                                                                                                                                                                    |
| 7  | 30 <sup>th</sup> September 2021                 | Rising Flame                                                                             | Panellist at online session on legal frameworks on child marriage, with discussion on case interventions; organized for 24 women with disabilities under the " <i>Swarna Jayanti Program</i> " for encouraging Women's Leadership Programme. |
| 8  | 27 <sup>th</sup> July 2021                      | Gender Impact Studies Center (GISC), Impact and Policy Research Institute (IMPRI), Delhi | Panellist at online discussion on 'Pathways towards Combating Third Wave: Impact and Policy Learnings from the Second Wave through a Gender Lens                                                                                             |
| 9  | 16 <sup>th</sup> April 2021                     | National Human Rights Commission (NHRC)                                                  | Jagori Director was panellist at their conference on 'Vulnerability, Legal Protection and Human Rights of Domestic Workers'                                                                                                                  |
| 10 | 8 <sup>th</sup> -10 <sup>th</sup> December 2021 | 'Ekal Nari Shakti Sangathan' - National Single Women's Rights Forum                      | Presented Jagori's work with single women leaders in Bawana, Khadar, Badarpur and Bilaspur Camp, leading to improved access to government schemes, livelihood opportunities and support during pandemic.                                     |
| 11 | 13 <sup>th</sup> October 2021                   | Labour Commissioner and District Magistrate of South Delhi                               | Attended a meeting to explore how women informal sector workers can approach LCs constituted under POSH Act 2013 to report cases of sexual harassment                                                                                        |
| 12 | 17 <sup>th</sup> August 2021                    | Mt. Carmel College, Bangalore                                                            | Facilitated an online session on "Women's Safety and the Role of NGOs: Building safer cities and communities for women and girls"                                                                                                            |
| 13 | 1 <sup>st</sup> July 2021                       | Generation Equality Forum, Paris                                                         | Jagori's Senior Advisor was a panellist at the Action Coalition Session on Gender-Based Violence                                                                                                                                             |

#### **.a. Campaigns**

Jagori has always viewed campaigns as important opportunities to build solidarity, add to the discourse on gender issues and to reach out to our community women leaders, girls and others on issues of ending violence, rights and entitlements and safety. The three animation videos produced by Jagori last year on the topics of gender discrimination, violence against women and the DV Act, were widely screened in the community settings during campaign events. Other mediums employed included a street play produced by the Jagori team in Pataudi, a game of Snakes and Ladders on the theme of women's safety, and interactive thematic discussions. Feedback indicated that the events were well received as a critical step to raise awareness and encourage debates around these issues so as to deepen perspectives and analyses around them.

### i. 16 days of Activism Campaign against GBV, 25th November to 10th December 2021

- In Delhi, Jagori organised four local events, with screening of films on gender, violence against women and patriarchy followed by discussions, reaching over 190 women community leaders and girls at Tajpur Pahadi, Bawana, Bilaspur Camp and Madanpur Khadar on 30th November, 4th, 7th and 9th December 2021 respectively.
- In Haryana, Jagori conducted six community level activities including a game of Snakes and Ladders, a street play, screening of short animation videos and thematic discussions with 128 community members; 99 women/girls and 29 men/boys in Nanukalan, Baspadamka, Khor and Pataudi. ETASHA team supported Jagori in some of these events.
- In Sonua Block, West Singbhum, Jharkhand, Jagori and Shramjivi Mahila Samiti (SMS) co-organised two events on 8<sup>th</sup> and 9<sup>th</sup> December 2021, where animation videos were screened and discussed. 60 women and girls joined 9 volunteers from SMS at these events.
- On 25th November 2021, a meeting was conducted with the Assistant Commissioner of Police (ACP), Inspectors of the Special Police Unit for Women and Children (SPUWAC), Delhi and other CSOs to discuss issues faced by CSOs with regard to police insensitivity, non-cooperation and non-priority status given to cases of domestic



*Community women from Bawana charged-up after film screenings and vowing to work towards EVAW, November 2021*



*Jagori's Delhi and Pataudi teams at Raahgiri at Najafgarh, November 2021*

violence and other forms of VAW. Jagori team distributed publications to those present and discussed the significance of celebrating 16 days of activism and how it is a collective call to action around the world for the prevention and elimination of violence against women and girls.

- On 28th November and 12th December 2021, Jagori team conducted interactive exercises and Shruti Batra spoke

on women's safety in public spaces in two events organized by the Raahgiri Foundation, in association with WRI, Safetipin, the Government of Delhi, and other civil society bodies on the issue of safe and pollution free public places in Chittranjan Park and Najafgarh. Jagori's stall drew an overwhelming response as usual. Women and youth leaders from four communities and Pataudi where Jagori works in attended the events.



*Jagori's original Safe Cities trio*

As an active member of the Global Coalition on Inclusive and Safe Spaces and Cities for Women and Girls, Jagori co-organised a webinar titled “Building Gender Friendly Cities: Towards Greater Inclusion and Rights for Safer Spaces and Cities” on December 9, 2021

## ii. International Women's Day, 8th March 2022

- On 8<sup>th</sup> March 2022, Jagori organised a screening of their three animation videos with 27 women and men at Pataudi office. Senior staff members from British Telecom and ETASHA also joined the event.
- In a continuation of International Women's Day Week, on 11th March 2022, a street play on the rights and demands of domestic workers and on sexual harassment at the workplace and the POSH Act was organised by the Network on the Rights and Voices of Domestic Workers Delhi-NCR in Madanpur Khadar. 100 women domestic workers participated.



*Community team celebrating at Khadar*

- On 8<sup>th</sup> March 2022, Jagori, along with the Women's Studies Department of Ranchi University, organized a session on VAW with participation of over 100 students and faculty members. Animation videos produced by Jagori and Aga Khan Foundation were screened, which was then followed by discussions. After the screenings, some students shared their personal experiences of discrimination and dealing with patriarchal mind-sets.

# CHAPTER



## The Sangat Project

The Sangat project aims to promote gender equality, and work on issues of sustainable development, peace and livelihoods, among others, in order to bring about transformational change in the lives of women. Three main areas of work are capacity building, campaigns, and outreach.

### A. Capacity Building

Every year, capacity building courses are organised to train activists and development professionals on issues of gender justice, sustainable livelihoods, human rights, and peace in regional languages.

The **Two-Week Course on Gender and Development in Hindi**, organized jointly by Jagori Sangat and Jagori Grameen, was undertaken from 19th October 2021 to 31st October 2021 at Woodland Hospitality, Himachal Pradesh. In total, 21 women, men, and transgender persons participated in the course. The participants were from different organizations, and included grassroots-level development workers, activists working within non-governmental organizations, activists, lawyers, and PhD students, among others. Participants were also from various backgrounds, and included Hindus, Muslims, Christians, atheists, Dalits, and Adivasis. Course resource persons included Abha Bhaiya, Poonam Kathuria and Sarika Sinha among others.



*Smiling faces post the Two-Week Course on Gender and Development in Hindi at Jagori Grameen, October 2021*

From 10th to 19th November, the **Two-Week Course on Gender and Development in Tamil** was held at Pallotti Centre, Madurai, Tamil Nadu. Owing to the COVID and other restrictions, this year we had 21 participants from Tamil Nadu. NGO representatives working in the field, journalists, counsellors and

college students who had passion to work on women empowerment participated in this training. The course addressed issues of gender, justice, poverty, sustainable development, peace, democracy and human rights for all. It provided a feminist perspective on ongoing processes of liberalization, globalization, peace building to strengthen feminist perspective and movements.



*Participants engaged in an energising exercise at the Two-Week Course on Gender and Development in Tamil, Madurai, November 2021*

In 2021, due to the COVID and other restrictions the Training on Gender, Development, Human Rights & Peace in Bangla was held online via Zoom from 27th October to 11th November. This course included sessions on gender, masculinity, patriarchy, feminism and gendered division of labour. There were also recitation of songs and dance performances.

## **B. Campaigns and Networking**

### **Artivism 101 Workshop**

A week-long online feminist creative expression workshop was organised for the Young Sangat Network from 3rd- 9<sup>th</sup> May 2021, to train young campaigners and activists between the age group of 18-35 years on effective use of art forms, specifically poster design, creative writing, zine making and theatre, in their work for social justice.

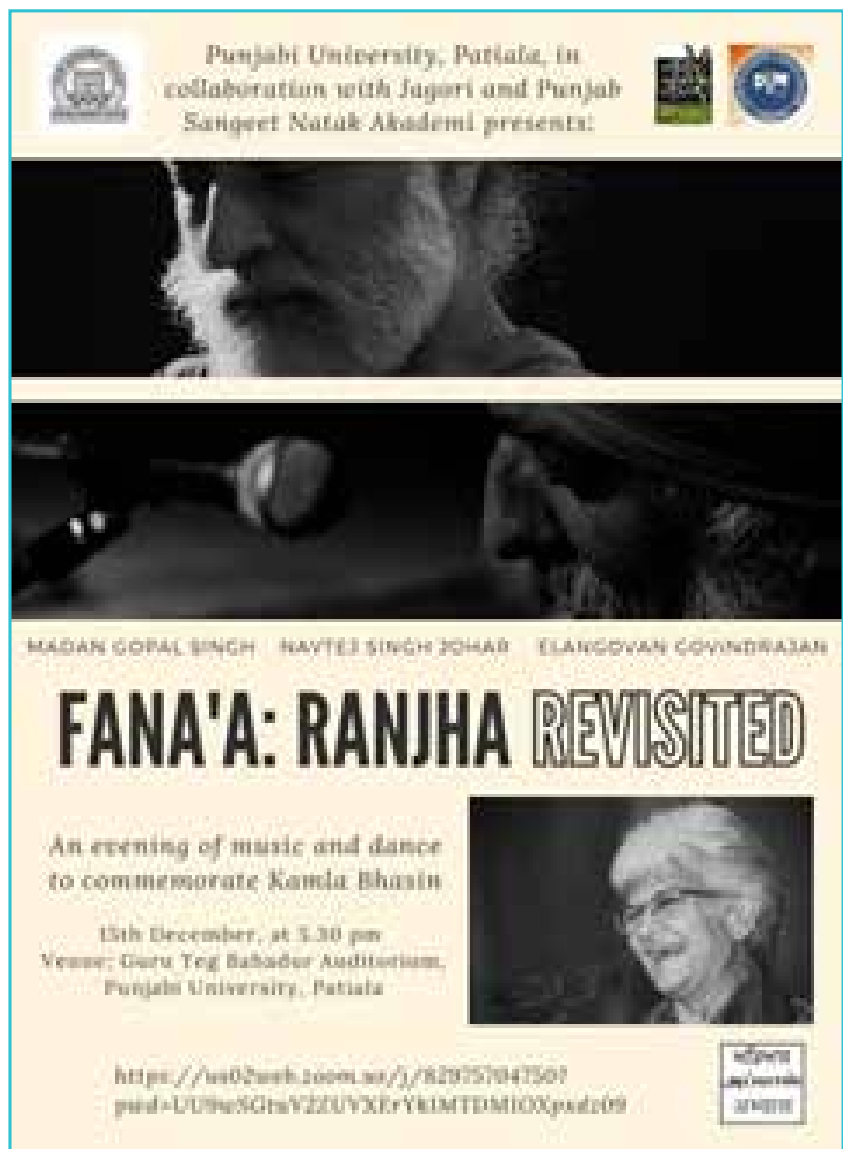
### **Beyond Borders: A Feminist Film Festival**

The COVID-19 pandemic has had a substantial impact on the way we work, meet and organize events. In keeping with this new normal of 'online engagement', a Feminist Film Festival was organized from 30th November – 19th December 2021, as part of the 16 Days of Activism against Gender Based Violence and to celebrate the South Asian Women's Day (30th November). The festival themes allowed viewers

to navigate feminist narratives and stories around visual and performing arts; dreams and aspirations, families, memories and relationships, sexuality and disability, spiritual being, politics, writing and resistance.

### Workshop on Gender Equality

A three-day National Workshop on 'Understanding Gender Equality in the Contemporary World' was organised in collaboration with Punjabi University's Women's Studies Centre and University School of Applied Management, from 2nd December to 4th December. It was a part of a series conducted in campuses as a tribute to the life and work of Kamla Bhasin, one of the Founders of Jagori and Advisor to the Sangat project. Over 100 students participated in the workshop. Resource persons were Ms. Rajwant Kaur, Child Protection Officer, Government of Punjab, Mr. Daljit, Director Educational Media Research Centre (EMRC), Dr. Ritu Lehal, Director, Woman Cell Centre and Professor, USAM (University School of Applied Management) and Khadijah Faruqui (Consultant).



*Students of Punjabi University's Women's Studies Centre presenting their work, December 2021*

### Politics of Love "Fana'a: Ranjha Revisited"

On 15 December 2021, the Guru Tegh Bahadur Auditorium of Punjabi University, Patiala was alive with dance, music, and an unparalleled rendition of love. The renowned artists Navtej Johar, Anil Panchal, Dr. Madan Gopal Singh, and Elangovan Govindrajan performed their acclaimed piece, 'Fana'a: Ranjha Revisited' at the University. The event was organised under the theme of 'Politics of Love' and was part of a two-part series conceptualized by Kamla herself before she passed away in September 2021.

The event saw a massive turnout, with participation from across university departments including Women's Development Cell, Dance Department, Theater and Television Department, Education Multimedia Research Department etc. The Vice Chancellor of the University, Prof. Arvind, and 18 staff members from Jagori Delhi also participated. Jagori Director thanked and presented 'bandhani dupattas', as per the organisation's tradition, to all artists to express gratitude, solidarity and commitment to continue the work with zeal and love.

- With numerous memorials organized online and offline across the country and beyond, the team worked to hold the space of loss, grief, and remembering, while paving the way to keep Kamla's legacy alive. The team worked on creating an archive of memories shared by people across generations, held a memorial soon after her passing, and then organised a celebration of her life on South Asian Women's Day. To further ground Kamla's vision, soil from her house in Delhi was taken to different regions for trees to be planted in her name.



*An ode to our first guru, Savitribai Phule, on her birth anniversary, January 2022*

### C. Promotion of Feminist Culture, Information, Communication and Media

- To mark Kamla's legacy, Jagori designed, printed, and circulated a 'Kamla Planner' 2022, containing illustrated pictures, slogans, poetry, and key moments from her life and work. The planner received widespread love and was circulated far and wide amongst partners and communities.
- The book of slogans and songs was designed, illustrated and produced during this reporting period.
- T-shirts were produced and disseminated to mark the birth anniversary of pioneering Indian feminist, Savitribai Phule on her birthday, 3<sup>rd</sup> January.
- A 'books giveaway' was undertaken to promote knowledge and understanding amongst the partner organisations and communities. Books and literature on varied feminist topics, including books authored by Kamla Bhasin, were given away on request to partners. The response was overwhelming.
- Books written by Kamla Bhasin – Aao Mil jul Gaayein, Mard Mardaangi and Nariwaad – were reprinted during this period.
- Some colorful ribbons with messages in Hindi and English were reprinted e.g. 'No to Love of Power, Yes to Power of Love' and 'Rise Resist Unite'.

नई उमंग और नई तरंग  
पंचायत में जब महिला प्रधान है संग

जागोरी

# CHAPTER



## Enhancing Institutional Capacities And Staff Development

## A. Annual staff retreat

The Jagori Annual Retreat was organized at the Sterling Atharva Resort in Jaipur, Rajasthan from 21<sup>st</sup> to 25<sup>th</sup> September 2021. The aim of this retreat was to strengthen Jagori's advocacy capabilities, reflect on current strategies and undertake team-building activities. Resource person Biraj Patnaik, who is presently Executive Director, National Foundation for India (NFI) was invited to talk to the teams from Delhi, Ranchi and Haryana. Through interactive sessions and group activities, the teams explored various themes to focus advocacy strategies around, the tools of advocacy and identified areas of engagement that would be most in alignment with Jagori's vision and mission.



*Jagori's team ready for the 3-day retreat in Jaipur, September 2021*

Apart from strengthening advocacy goals, this retreat was also an opportunity to identify themes and build context-specific strategies and plans for each project. This was done through SWOT evaluations and presentations, and exercises for various teams to learn more about each other's history of work and current projects. Through group discussions moderated by Jayashree Velankar, Jagori's Director, the team also strengthened their understanding of concepts like what is political/apolitical, intersectionality, upward mobility, rights-based approaches and transformative politics. The retreat ended on a lighter note where the teams participated in a Jagori quiz.

## B. Upgradation of skills

Jagori believes in investing efforts to provide opportunities to team members to enhance their perspectives and capacities. This year, this was especially important since work was expanded to newer geographies and constituencies. The following workshops/sessions were held in order to extend learning opportunities to the team:



*Jagori's Director Jayashree Velankar reiterating that "the personal is political!"*

- An online workshop on Self-Care was organised for all Jagori teams (including fellows) on 18th May 2021. It was conducted by the TISS team running the iCall helpline and aimed to address the mental toll of working in the development sector during a pandemic. Topics included recognising the signs of burnout and dealing with it; the importance of self-care; and the different ways of practicing self-care and calmness.
- On 29th May 2021, an online informative session on Vaccines and Vaccination was organised for all Jagori staff. Dr. Satyajit Rath, an eminent immunologist was the resource person. He spoke about the science behind the vaccination and why it is an important preventative step against COVID-19. Questions and apprehensions regarding the vaccine(s) were addressed during this session.
- On 31st May, an online learning session on the functioning of Local Committees (LCs) as constituted under the POSH Act 2013 was organised with Dr. Anagha Sarpotdar as the resource



*Immunologist Dr. Satyajit Rath busting myths on vaccinations, May 2021*

person and was attended by select members of the Jagori team.

- Jushya Kumar from Jagori successfully completed TARSHI's 2-month long self-paced online course titled 'Refresh, Realign, Renew: Manage Stress and Keep Burnout Away' in August-September 2021. This course strengthened understanding of concepts like stress, burnout and anxiety faced by development professionals and provided tools to manage stress and prevent burnout.

#### **Jagori team members participated in the following events:**

- 13th April 2021: Webinar titled 'Toward a Better Deal for Informal Workers: A Paradigm Shift Post-COVID', organized by WIEGO
- 16th June 2021: Online meeting – 'In Solidarity with the Domestic Workers' Movement' organised by GFFW
- 25th June 2021: Webinar titled 'Accelerating feminist action now towards intersectional and inclusive futures' organized by UN Women
- 26th and 28th June 2021: Webinar on the COVID Vaccine (s), organised by Nirantar and Kriya respectively

- 29th June 2021: Webinar on ‘Celebrating Helen Keller – a dialogue on political participation of women with disabilities’ organised by Sruti Disabilities Rights Centre and CREA
- 13<sup>th</sup> July 2021: Online conversation on Working in Freedom: Domestic Workers’ Rights, Working Conditions & OHS Concerns: Challenges Prior To and During COVID – 19’ organized by ILO
- 13th July 2021: Webinar titled ‘Youth Activism Accelerator’, organized by UN Women
- 17th-18th August 2021: Virtual Seminar on ‘Women’s Work in Delhi: Dimensions, Challenges and Emerging Issues’ organised by ISST-IHD
- 15<sup>th</sup> September 2021: Webinar on ‘Building Back Together: Childcare Is An Important Step On The Road to Recovery For Women Workers’ organized by WIEGO
- 8<sup>th</sup> December 2021: Webinar organised by WIEGO on the global findings of their study on the COVID-19 crisis and the Informal Economy, titled ‘There is No Recovery without Informal Workers: The View in 2021’
- 14-16th February 2022: A three-day training on POSH Act and the role of 3rd party member in anti-sexual harassment at work place committee, organized by the Martha Farrell Foundation
- 22<sup>nd</sup> February 2021: A webinar on ‘COVID-19 Crisis and the Informal Economy: Moving from Relief to Recovery in Delhi’ organized by WIEGO

### C. Organisational Communication:

The Jagori Annual Report 20-21 was finalized, published on the Jagori website and disseminated. The organizational website [www.jagori.org](http://www.jagori.org) was updated regularly with quarterly financial statements as well as Jagori’s latest publications, research reports and multimedia productions.

महिलाओं का है ये नारा  
सुरक्षित गांव हक हमारा

जागोरी

## ACKNOWLEDGEMENTS

### THE TEAM

Amrita; Anshika; Bhim; Deepshikha; Hirawati; Jayalaxmi; Jayashree; Jushya; Kailash; Laxmi; Madhu; Mahabir; Nidhi; Nourati; Poonam; Preeti; Richa; Rinky; Sachin; Sarita; Shabeena; Shalini; Shruti; Sunita

### ADVISORS, CONSULTANTS, RESOURCE PERSONS AND RAPORTEURS:

Advisors: Kamla Bhasin; R.K. Sharda; Suneeta Dhar

Aanchal Kapoor; Aanchal Khulbe; Aishwarya Ashok; Akanksha Kumari; Akanksha; Amrita Johri; Anagha Khot; Anita; Aparna Joshi; Archana More; Devika Tulsiani; Ditilekha; Dr. Satyajit Rath; Geetha Nambisan; Geetika Malhotra; Ishu; Jashodhara Dasgupta; Madhurima Singh; Manmeet Kaur; Mannat Tipnis; Meenal Manolika; Mitali Nikore; Monika; Nandita Pradhan Bhatt; Neeraj Kumar; Neelima Prasanna Aryan; Neha Prasad; Nitya Sriram; Rakhi Sehgal; Pankhuri Gupta; Prabha Nagaraja; Purabi Paul; Rakhi Sehgal; Ranu Kalra Anand; Ratna Appender; Richa Chintan; Renita Edwin; Runu Chakraborty; Sabra; Samiha Singh; Satish Kumar Singh; Savita; Shakeel; Shreya; Shreya Banerjee; Soutik Banarjee; Suman Verma; Sunita Thakur; Tanuja Babre; Tulsi; Vinay Bhasin

### FELLOWS

Akash; Amit; Durgesh; Hitesh; Lovekesh; Naushaba; Urmila

#### Jagori acknowledges:

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

## PARTNERS

### National Partners

Akanksha Sewasadan, Bihar; Centre for Enquiry Into Health and Allied Themes (CEHAT), Maharashtra; Committee of Resource Organisations for Literacy (CORO), Maharashtra; Disha, Uttar Pradesh; Darjeeling Mary Ward Social Centre, West Bengal; Ekta Resource Centre for Women, Tamil Nadu; Gramya Resource Centre for Women, Telangana; Humsafar, Uttar Pradesh; Jagori Rural Charitable Trust (JRCT), Himachal Pradesh; Mahila Rajsatta Andolan (Maharashtra); Mahila Kisan Adhikaar Manch (MAKAAM); Mahila Sarvangeen Utkarsh Mandal (MASUM), Pune; Nari Samta Manch, Maharashtra; North East Network (NEN), Guwahati; One Future Collective, Maharashtra; Society for Health Alternatives (SAHAJ), Gujarat; Sakhi, Bihar; Sangini, Madhya Pradesh; Sneha, Maharashtra; Swayam, West Bengal; The Alternate Space, Delhi and Jharkhand; Vanangana, Uttar Pradesh; Vimochana, Karnataka; Vishakha, Rajasthan; Vividha, Rajasthan

### Delhi NCR

Action Aid India, Action India, Agrabami, All India Democratic Women's Association (AIDWA), Azad Foundation, Breakthrough, CanSupport, CASPPLAN, Centre for Health and Social Justice (CHSJ), Centre for Equality and Inclusion (CEQUIN), Centre For Advocacy and Research (CFAR), Chetanalaya, Empowerment for Rehabilitation Academic and Health (EFRAH), Focal City Delhi - Women in Informal Employment: Globalizing and Organizing (WIEGO), Freedom, Gyan Ganga, Impact and Policy Research Institute (IMPRI), Indo-Global Social Service Society (IGSSS), Khoj International Artists Association, Kriti Film Club, Multiple Action Research Group (MARG), Maitri, Martha Farrell Foundation (MFF), Navshrishti, Navjyoti India Foundation, Nazariya, Noble Cause, Nirantar, Prayatn, Raahgiri Foundation, Safetipin, Sama, SEWA Delhi, Shakti Shalini, Standing Together to Enable Peace (STEP) Trust, Social Design Collaborative, Talking About Reproductive and Sexual Health Issues (TARSHI), The Urban Catalysts, Voluntary Action Network India (VANI), World Resources Institute (WRI)

### Jharkhand

Association for Advocacy and Legal Initiatives (AALI) Trust, All India Women's Hawkers Federation (AIWHF), Samuel Hahnemann Associates and Research Centre (SHARC), Shramajivi Mahila Samity (SMS), Jharkhand State Livelihood Promotion Society (JSLPS)

### Networks and Forums

Aman Network; Delhi Coordinated Group, Delhi E-Shram Network; Feminist Policy Collective; Helpline Network, Jan Swasthya Abhiyan; Lam-Lynti Chittara Neralu (LCN); Main Bhi Dilli (MBD) Campaign; National Hawkers Federation (NHF); National Platform for Domestic Workers (NPDW); Network for the Rights & Voices of Domestic Workers in Delhi-NCR, One Billion Rising Network (OBR); Pension Parishad; The Global Coalition on Inclusive and Safe Spaces and Cities for Women and Girls; The National Forum for Single Women Rights

### Academic Institutions/Forums

Ambedkar University, Delhi; Indian Association for Women's Studies (IAWS), Ranchi University; Mt. Carmel College, Bangalore; Panjab University, Chandigarh; Punjabi University, Patiala; Sociology Department, University of Pune

### Institutional Donors (Financial)

Bread for the World-Protestant Development Service (Germany); CRY (America); ETASHA Society (India), Misereor (Germany); Global Fund for Women (USA), Oak Foundation (Switzerland)

## BOARD MEMBERS (2021-2022)

### Founder Members

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

### General Body Members

|                                   |                       |
|-----------------------------------|-----------------------|
| Abha Bhaiya                       | Manjima Bhattacharjya |
| Enakshi Ganguly Thakral           | Manak Matiyani        |
| Jayawati Shrivastava              | Martin Macwan         |
| Jogendra Singh Panghaal           | Nandita Gandhi        |
| Kalpana Viswanath                 | Pamela Philipose      |
| Kamla Bhasin (Demise: 25.09.2021) | Renu Addlakha         |
| Manjari Dingwaney                 | Suneeta Dhar          |

### 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) |

#### Legal Registration details:

Type of Registration: SOCIETIES REGISTRATION ACT XXI of 1860

Date of Registration: 05-10-1989

Registration Number: S-20427

Tax Exemption: 80 G

FCRA Number: 231650137

PAN Number: AAATJ0303M

## BALANCE SHEET (CONSOLIDATED) AS ON MARCH 31, 2022

JAGORI: NEW DELHI  
BALANCE SHEET AS AT MARCH 31, 2022

|                                                       | Schedules | (In Rupees)<br>As at<br>MARCH 31, 2022 |
|-------------------------------------------------------|-----------|----------------------------------------|
| <b>Sources of Funds:</b>                              |           |                                        |
| Corpus Fund                                           | A         | 7,342,604.20                           |
| Assets Fund                                           | B         | 3,819,853.00                           |
| Other Funds                                           | C         | 23,763,204.76                          |
| Unutilized Grants<br>(Carried forward to next year)   | D         | 11,294,574.64                          |
| Statutory Liability                                   | E         | 77,578.00                              |
| <b>TOTAL</b>                                          |           | <b>46,297,814.60</b>                   |
| <b>Represented By :</b>                               |           |                                        |
| Fixed Assets (At WDV)                                 | F         | 3,819,853.00                           |
| <u>Current Assets, Advances and other Receivables</u> |           |                                        |
| Current Assets                                        | G         | 38,930,025.45                          |
| Advances and other Receivables                        | H         | 648,710.70                             |
| Grants Recoverable                                    | D         | 2,899,225.45                           |
| <b>TOTAL</b>                                          |           | <b>46,297,814.60</b>                   |

Significant Accounting Policies and  
Notes to Accounts

K

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

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

For JAGORI

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



*Kalpna Viswanath Basu*  
Kalpana Viswanath Basu  
Chairperson

*Manjari Dingwaney*  
Manjari Dingwaney  
Treasurer

*Jayashree Velankar*  
Jayashree Velankar  
Director

*Sachin Kochhar*  
Sachin Kochhar  
Head- Finance  
& Operations



Place : Gurugram  
Date : 22 SEP 2022

## STATEMENT OF INCOME AND EXPENDITURE (CONSOLIDATED) FOR THE YEAR ENDED MARCH 31, 2022

### JAGORI: NEW DELHI STATEMENT OF INCOME AND EXPENDITURE FOR THE YEAR ENDED MARCH 31, 2022

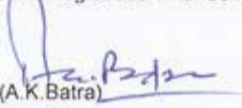
|                                                        | Schedules | (In Rupees)<br>Year Ended<br>MARCH 31, 2022 |
|--------------------------------------------------------|-----------|---------------------------------------------|
| <b>INCOME</b>                                          |           |                                             |
| Grants receipt transferred to meet project expenditure | D         | 43,490,407.00                               |
| Other Income                                           | H-1       | 2,329,273.00                                |
| Total                                                  |           | 45,819,680.00                               |
| <b>EXPENDITURE</b>                                     |           |                                             |
| Project Expenditure                                    | I         | 43,490,407.00                               |
| Other Expenses                                         | J         | 1,390,105.16                                |
| Income Tax deducted at source                          | J-1       | 179,850.00                                  |
| Total                                                  |           | 45,060,362.16                               |
| <b>Surplus/(Deficit) carried to Balance Sheet</b>      |           | 759,317.84                                  |

Significant Accounting Policies and  
Notes to Accounts

K

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

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

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



For JAGORI

  
Kalpana Viswanath Basu  
Chairperson

  
Manjari Dingwaney  
Treasurer

  
Jayashree Velankar  
Director

  
Sachin Kochhar  
Head- Finance  
& Operations



Place : Gurugram  
Date : 22 SEP 2022

## ACRONYMS

|          |                                                                            |        |                                                          |
|----------|----------------------------------------------------------------------------|--------|----------------------------------------------------------|
| ACP      | Assistant Commissioner of Police                                           | MBD    | Main Bhi Dilli                                           |
| ADGP     | Additional Director General of Police                                      | MCD    | Municipal Corporation of Delhi                           |
| AIIMS    | All India Institute of Medical Sciences                                    | MLA    | Member of Legislative Assembly                           |
| AIWHF    | All India Women Hawkers Federation                                         | MSME   | Micro, Medium and Small Enterprises                      |
| ANM      | Auxiliary Nurse Midwife                                                    | MWCD   | Ministry of Women and Child Development                  |
| ASHA     | Accredited Social Health Activist                                          | NCI    | National Cancer Institute                                |
| AWW      | Anganwadi Worker                                                           | NCR    | National Capital Region                                  |
| BRP      | Block Resource Person                                                      | NCW    | National Commission for Women                            |
| CAW      | Crimes Against Women                                                       | NESS   | Nari Ekta Shakti Sangathan                               |
| CEDAW    | Convention on the Elimination of All Forms of Discrimination Against Women | NFI    | National Foundation for India                            |
| CHC      | Community Health Centre                                                    | NGO    | Non-Governmental Organisation                            |
| CISF     | Central Industrial Security Force                                          | NHRC   | National Human Rights Commission                         |
| CMGGA    | Chief Minister's Good Governance Associates                                | NHSC   | National Helpline for Senior Citizens                    |
| CREA     | Creating Resources for Empowerment in Action                               | NIUA   | National Institute of Urban Affairs                      |
| CRY      | Child Rights and You                                                       | NPDW   | National Platform for Domestic Workers                   |
| CSO      | Civil Society Organisation                                                 | OBC    | Other Backward Classes                                   |
| DCW      | Delhi Commission for Women                                                 | OSC    | One-Stop Centre                                          |
| DDA      | Delhi Development Authority                                                | PDS    | Public Distribution System                               |
| DGCRR    | Delhi Gender COVID Response and Recovery                                   | POCSO  | Protection of Children Against Sexual Offences           |
| DLSA     | District Legal Services Authority                                          | POSH   | Prevention of Sexual Harassment                          |
| DSLSA    | Delhi State Legal Services Authority                                       | PPMM   | Punjab Police Mahila Mittars                             |
| DV       | Domestic Violence                                                          | RP     | Resource Person                                          |
| DWCD     | Department of Women and Child Development, Delhi                           | RWA    | Resident Welfare Association                             |
| EMRC     | Educational Media Research Centre                                          | SC     | Scheduled Caste                                          |
| EVAW     | Ending Violence against Women                                              | SEWA   | Self-Employed Women's Association                        |
| EWR      | Elected Women Representative                                               | SGBV   | Sexual and Gender-Based Violence                         |
| FGD      | Focus Group Discussion                                                     | SHO    | Station House Officer                                    |
| FF       | Frontline Functionaries                                                    | SMS    | Shramjivi Mahila Samity                                  |
| GBV      | Gender Based Violence                                                      | SOP    | Standard Operating Procedure                             |
| GFFW     | Global Fund for Women                                                      | SP     | Superintendent of Police                                 |
| GISC     | Gender Impact Studies Centre                                               | SPUWAC | Special Police Unit for Women and Children               |
| IAS      | Indian Administrative Service                                              | SSB    | Sashastra Seema Bal                                      |
| IC       | Internal Committee                                                         | ST     | Scheduled Tribe                                          |
| ICDS     | Integrated Child Development Services                                      | SWOT   | Strengths, Weaknesses, Opportunities, Threats            |
| IHD      | Institute of Human Development                                             | TARSHI | Talking about Reproductive and Sexual Health Issues      |
| IIHS     | Indian Institute of Human Settlements                                      | TGI    | The George Institute                                     |
| IMPRI    | Impact and Policy Research Institute                                       | TISS   | Tata Institute of Social Sciences                        |
| ILO      | International Labour Organisation                                          | TOT    | Training of Trainers                                     |
| ISST     | Institute of Social Studies Trust                                          | TVC    | Town Vending Committee                                   |
| IWRAW-AP | International Women's Rights Action Watch-Asia Pacific                     | USAM   | University School of Applied Management                  |
| JSLPS    | Jharkhand State Livelihoods Promotion Society                              | VAW    | Violence Against Women                                   |
| KII      | Key Informant Interview                                                    | WIEGO  | Women in Informal Employment: Globalizing and Organizing |
| LC       | Local Committee                                                            | WSA    | Women's Safety Audit                                     |
| LCN      | Lam-lynti Chittara Neralu                                                  |        |                                                          |
| MARG     | Multiple Action Research Group                                             |        |                                                          |





Women's Training  
Documentation and  
Communication Centre

B114, Shivalik, Malviya Nagar, New Delhi 110017

Tel: 011-26691219/20 Telefax: 011 26691221

Helpline 26692700, 8800996640 (9.30am - 5.30pm, Mon - Fri)

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

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

# **annual report 2021-22**

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