

ANNUAL REPORT 2023-24

JAGORI 40 YEARS

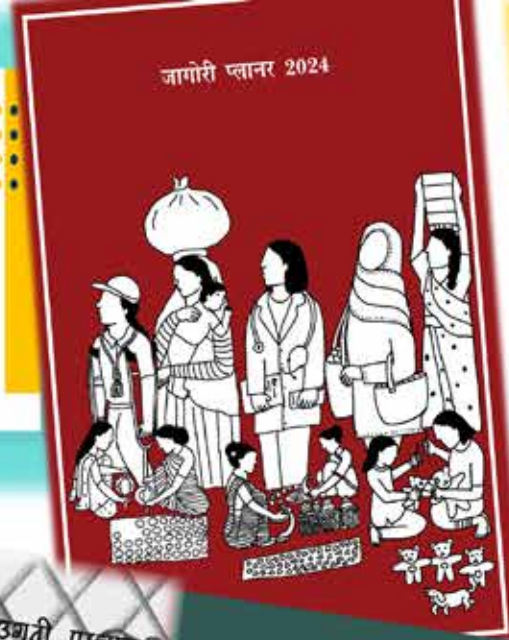


supporting women to challenge *feminist research studies*
violence and negotiate equality
perspective and capacity development on feminist
principles and strategies alliance building and networking
supporting women's leadership and agency

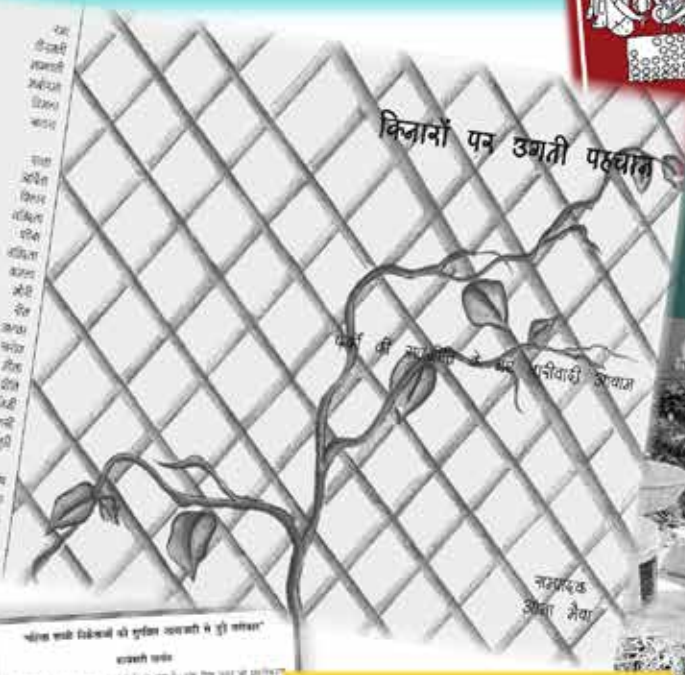
Capacity Building Workshop for AKF and Jagori Teams

Date: 10/09/2023 to 11/09/2023

Place: Hotel Grand Madhav Palace, Muzaffarpur, Bihar



Caring Hands, Fragile Health: Unravelling Women's Occupational Health & Well-being in Domestic Work



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



JAGORI ANNUAL REPORT 2022-23

We are WORKERS! NOT Slaves

Zero tolerance for violence against women

महिलाओं ने हाथ जुटाया, पंचायत को बदली कला

मेहनत का नाम हो मान और सम्मान हो धन का पाकिस्तान हम हो

बेफिक्र राहें, हम भी चाहें

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.

Come, Join us! REPORT LAUNCH



FRIDAY 25 AUGUST 2023 2PM-5PM Speaker Hall Constitution Club New Delhi

श्रीमान श्री. राजेश कुमार सिंह जी, अध्यक्ष, अखिल भारतीय महिला आयोग, दिल्ली

श्री. अशोक कुमार, अध्यक्ष, राष्ट्रीय महिला आयोग, दिल्ली

श्री. अशोक कुमार, अध्यक्ष, राष्ट्रीय महिला आयोग, दिल्ली

श्री. अशोक कुमार, अध्यक्ष, राष्ट्रीय महिला आयोग, दिल्ली

TWO DAYS WORKSHOP WITH ADOLESCENTS ON GENDER, PATRIARCHY, GBV AND PUBLIC PLACE



DATE - 24th & 25th NOVEMBER 2023 PLACE - BALJURI PANCHAYAT SACHIVALAY, SONUA

Creating Safe Public Spaces for Women and Girls in Jharkhand

Sonua Block, West Singhbhum, Jharkhand

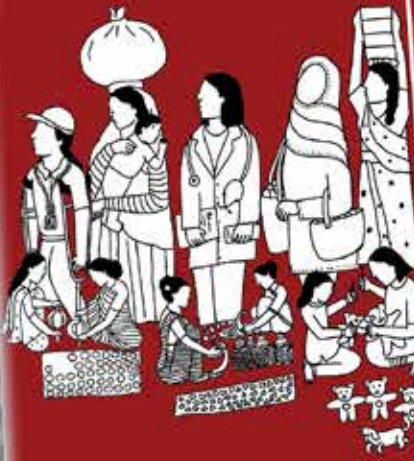
- Presentation of Findings
- Panel-1: WIDWs Share their Experiences
- Panel-2: Discussion with Union Leaders & Experts

Evaluation Report

एकल हैं अकेले नहीं

जागोरी

JAGORI PLANNER 2024



कार्यवाही सारांश

कार्यवाही सारांश

कार्यवाही सारांश

कार्यवाही सारांश

Table of Contents

Introduction	4
1 Strengthening response mechanisms to address violence against women	6
2 Enhancing capacities of women unorganised sector workers in Delhi-NCR	12
3 Collaborating for women's safety and inclusion in rural Jharkhand	20
4 Promoting gender transformative local governance in Bihar and UP	25
5 Creating an enabling environment for girls and women in Pataudi	30
6 Deepening feminist knowledge through research	33
7 Catalysing gender-responsive mechanisms at local and state levels	38
8 Advancing conversations on gender equality and women's safety	42
9 The Sangat Project	47
10 Enhancing staff competencies	51
Acknowledgements	53
Balance Sheet as on March 31, 2024	54
Statement of Income and Expenditure for the year ended March 31, 2024	55
Board Members	56
Partners	57

Introduction

The past year has been a mixed bag for Jagori. We were fulfilled and energized by our achievements and yet there were countless moments of introspection and critical reflection. This dialectical process defines much of what we did, and we emerged with a stronger resolve. The fact that this year marked our 40th anniversary acted as a beacon.

One of the significant achievements of Jagori this year was our research on the occupational health and safety concerns of women domestic workers in Delhi and Jaipur. It foregrounded an issue that was hitherto ignored and made us acutely aware of the urgent need to integrate these concerns in the agenda of decent working conditions for women domestic workers.

Over the past year, Jagori continued its efforts to expand and deepen democracy in various ways. On one hand, we engaged in public and visible efforts to spread awareness about gender equality, violence against women and girls, participation in local governance, safe and inclusive public spaces and women's rights through meetings, film shows, discussions, campaign activities in low-income communities in Delhi and villages in Jharkhand and Haryana. On the other hand, Jagori invested energy in building the capacities of varied constituencies with a more focused, long term approach tailored for specific groups of people.

Last year, we embarked upon two ambitious capacity building programs. One aimed at building the initiative of unorganised sector women workers and the other involved training women survivors of violence as Barefoot Counsellors. Both were first time efforts that emerged from our learnings during the pandemic. We did have extensive expertise providing psycho-social support to women survivors of violence but no prior experience in building the capacities of unorganised sector women workers. The key learning was that capacity building efforts for community women need to be designed with long term engagement in mind and this has positively influenced our future plans. The desire to learn and grasp new concepts as well as the determination and feminist spirit displayed by these women have been enriching and humbling for the Jagori team.

Another constituency that we impacted with our capacity building effort comprised of Elected Women Representatives (EWRs) and other stakeholders in the Panchayat Raj System in Bihar and Uttar Pradesh. With consistent efforts over 15 months, we now see 100% EWRs fulfilling and enjoying their constitutional duty and right to hoist a flag on August 15th and January 26th each year. More than 80% of them are attending Panchayat meetings regularly and signing documents themselves. They have started mobilising women for Mahila Sabhas and raising their demands. Our efforts to bring the 'safe and inclusive spaces agenda' to villages and panchayats has started bearing fruits. More EWRs are now discussing issues like toilets and street lights and seeking guidance on how to incorporate these in GPDPs.

Following the sharp rise in violence against women during the Covid period, often referred to as the 'shadow pandemic', we have taken several steps to bolster our response system over the past

couple of years. This includes capacity building workshops for Counsellors – both within Jagori and from other organisations in Delhi – and strengthening data management. We continued this practice and organised several sessions during the year.

We have also created numerous opportunities to democratise knowledge among the Jagori team. The goal is to expose the team to a variety of subjects and topics beyond their specific projects. The team learned about Panchayat budgets, FCRA compliances, women and work and even how to take effective photographs!

In line with our practice of conducting ‘action research’ on issues that emerge during our work, we did a survey of Single Women in Pataudi. This survey provided us with valuable insights into the ground situation in the Pataudi tehsil area, which we will use to strategise our work there. Additionally, we initiated a rapid assessment of girls’ toilets in select districts of Jharkhand, and gathered interesting data on the implementation of the POSH Act, particularly LCs across a few states in India, as part of our ongoing research on CEDAW implementation.

Building solidarities and working in collectives has been a legacy of Jagori. This year, we worked extensively with organisations focusing on domestic workers and other unorganised sector women workers. Jagori is leading an effort with a few fellow feminists and feminist organisations to create a space for discourse on Women in the World of Work within the Working Peoples’ Coalition.

The feedback that we receive from partners and constituencies alike, help us to remain cognisant of the relevance of our work and all that remains to be done. On this our fortieth year, we are grateful to all those who walk with us, and re-commit ourselves to our vision of *a just society through feminist values*.

गलती तुम्हारी कुछ नहीं

बस यह है.....

कि तुम सारे गलत के खिलाफ़ डट कर खड़ी हो

जागोरी

1

Strengthening response mechanisms to address violence against women

Jagori supports women who face violence in their individual and collective struggles for justice and equality within their homes, in public spaces and at their workplaces. To address the issue at multiple levels, Jagori provides direct psycho-social support to individuals, builds capacities of community-level groups to respond to Violence against Women (VAW) as a collective, and undertakes collaborations with bilateral, government and non-government agencies to undertake research and provide knowledge and inputs to address the issue.

During the year, Jagori continued to monitor its upgraded systems and procedures to determine that women survivors of violence are provided appropriate support and continue to remain safe even after intervention. Follow-up training of staff was organised to sharpen their skills in the use of intake sheets as tools for effective case documentation and safety assessment, and qualitative and quantitative research tools like SPSS¹ and NVivo² for case data analysis. In the community, focus this year was on capacity building of Barefoot Counsellors (BFCs).

Psycho-social Support

Psycho-social support – strengthening individual survivors who seek assistance through provision of feminist counselling, referrals, legal advice and in dire cases, rescue – was and continues to be the mainstay of violence intervention at Jagori.

A total of 696 survivors availed Jagori's feminist counselling services during this period, of which 464 (67%) survivors contacted via helplines, 217 (31%) visited the counselling centre in person, and 15 persons (2%) via e-mail.

226 survivors came to know of Jagori through its website; 120 directly approached Jagori centres at Shivalik, Bawana and Madanpur Khadar; 188 came through friends and relatives, and the remaining 162 were referred by ex-clients, partners and friends and Board Members of Jagori.

Complaints included 533 cases of domestic violence, including 456 that pertained to matrimonial violence, 64 to natal family violence and 13 to live-in partner violence; 16 cases of

¹ Statistical Package for the Social Sciences, a software suite that researchers use to analyse data

² Qualitative data analysis software

sexual assault and 10 cases of sexual harassment at the work place were also registered. Apart from 11 cases of intimate partner violence and 9 cases of digital space violence, there were 117 requests for information, advice, or assistance in situations other than these.

After counselling, Jagori referred survivors, as required, to various State and non-State service providers to take further action as desired by the survivor. They were referred to the various police departments including the Crimes against Women Cell and the National Cyber Crime Reporting Portal (352), the National Commission for Women, and the Delhi Commission for Women's helpline-181 (137), Delhi State Legal Services Authority (DSLISA) (187), hospitals (26), shelter homes (31) and other NGOs (116).

Based on safety assessment, the team offered accompaniment support to survivors during their interactions with other stakeholders like the police (16 cases), shelter home (7), DSLISA (3), One Stop Centre (1) and other NGO (1) to facilitate speedy and just resolution.

Jagori continues to conduct follow-ups in order to assess and ensure ongoing safety of the survivor. This system of follow-ups helps build the survivors' confidence in Jagori and this in turn, aids in devising strategies to prevent further violence. During the reporting period, 4150 follow-ups were conducted, out of which, 3592 were done via phone calls. In 453 cases, the survivors came to Jagori for a follow up visit, and 33 cases were followed via e-mail. In 72 cases where the survivors were not accessible by phone or they could not visit the office, follow up visits were undertaken by Jagori.

Support groups

Support groups are collectives of survivors who approached Jagori for their individual cases. Jagori had been regularly convening support group meetings since 2006, as a safe platform where survivors could share experiences, build connections and exchange critical information and assistance. Through these meetings, survivors were able to shed the sense of isolation,



Nai Umang - Workshop with 100 survivors at ISI, Delhi, April 2023

imbibe renewed strength to continue with individual struggles and stand in solidarity with other women, too. Discontinued during the pandemic, support group meetings have now been revived in different formats.

On 25th April 2023, the Violence Intervention team of Jagori organised their annual survivors meet, named '*Nayi Umang*' (meaning - new enthusiasm/vigour/ energy) to celebrate the courage, resilience and optimism of survivors of violence; 75 survivors from various organisations participated. The event, led by two happiness coaches - Kavita Arora and Durba Ghosh, provided the survivors the opportunity to interact with one another and enjoy the collective spirit. Another Support Group meeting was held on 3rd February 2024 with 24 survivors at Khadar.

Barefoot Counsellors (BFC)

Jagori noted that during the pandemic, some women in the communities had responded with alacrity, helping aggrieved women in crisis situations undeterred by the lack of services and resources. The kind of solidarity shown during that time inspired Jagori in 2023, to initiate their capacity building so that they could continue to help, albeit in a more efficient and structured manner.

Twenty four potential Barefoot Counsellors (BFCs) were selected from the communities in Madanpur-Khadar, Tajpur Pahadi and Bawana - women who had undergone a transformation



Bare Foot Counsellors' Training at Shivalik Office, Delhi, January 2024

from being victim to survivor and were now ready to become first responders for survivors in the community. These women, hailing from Jagori's support groups, already had a basic understanding of feminist approaches and VAW, as well as the spirit of sisterhood and passion to help other women too.

Six training modules were designed with an aim to enhance their perspective and skills and provide information that would help in supporting survivors and linking them with different stakeholders for violence redressal.

Four sessions were held during the year:

Module Number	Location	Dates	Number of Barefoot Counsellors	Module content
1	Jagori office	16-17 May 2023	20	Overview of course content; course objective Gender, patriarchy and women's secondary status, violence against women - genesis, forms and consequences. Need for feminist intervention & basic feminist principles thereof
2	Jagori office	1-2 September 2023	18	More about gender based violence and patriarchy, the PWDV Act 2005, Principles and Skills of Feminist Counselling Stage 1 - Exploration Phase and Insight Development
3	Jagori office	12-13 October, 2023	17	Fundamental rights of Indian citizens and key aspects of laws relating to the prevention of, and response to, violence against women and children, along with the relevant sections of the Indian Penal Code (IPC). Screening of a short film on the PWDV Act 2005 produced by Jagori, followed by discussion on the kinds of violence covered by the Act, protection orders to prevent further abuse, safe residence, monetary relief and compensation, and child custody issues
4	Jagori office	18/ 20 January 2024	15/ 16	Nature and impact of different forms of violence; counselling, documentation and planning short, medium and long-term interventions

In order to ensure better participation and learning outcomes, Jagori conducted recap sessions between modules, in the field - these were held at Badarpur on 7th October, 8th January 2024 and 1st April 2024; Bawana on 5th October 2023, 5th January 2024 and 26th March 2024; and at Khadar on 7th October 2023, 5th January 2024 and 27th March 2024. All topics covered in the previous modules were revised.

“As a palpable impact of Jagori’s training, BFCs have moved forward in living the ‘personal is political’. Once having overcome violence in their own lives, they are now potentially a resource for others. Their aspirations have altered and they see themselves as role models in the community, bringing up their boys and girls in a more equitable manner. They are eager to learn and committed to combating VAW in times to come.” – Internal Review

Feminist Counselling Workshop



Feminist Counselling Workshop at Zorba The Buddha, Delhi, March 2024

A feminist counselling workshop was held from 14-16th March 2024 with 28 counsellors from Jagori and six other organisations namely - Action India, Dhanak of Humanity, Navsrishti, Noble Cause, Nazariya and Shakti Shalini. The resource person was Gauri Janvekar – a clinical psychologist and trainer from Pune. Topics covered included – anatomy of the brain and how long term violence brings about major changes in brain and thereby on behaviour, understanding emotions of violence survivors, understanding anxiety, depression and trauma and their impact, and various techniques of counselling to address trauma.

Participants shared that this workshop had been extremely instructive without being “heavy”. They were glad to be able to attend a workshop on mental health as they had no prior formal training in psychology. Some shared that after this workshop, they were able to make connections to past counselling sessions and survivors’ responses. Almost all participants wanted more such workshops in simple Hindi and English, which offered a space to learn by doing, albeit for a longer duration.

Internal Complaints Committees

Jagori is a third-party member in Internal Committees(ICs) constituted under Sexual Harassment of Women at Workplace Act (Prevention, Prohibition and Redressal), 2013 (POSH Act) of Government departments including the All India Institute of Medical Sciences (AIIMS) Delhi, Seema Sashastra Bal (SSB) and the Income Tax Appellate Tribunal (ITAT) and NGO Centre for Health and Social Justice (CHSJ), Delhi. Jagori attended 13 meetings during this period and played a significant role in the proceedings.

The Aman Network

As the secretariat of the Delhi Chapter of Aman Network – a pan-India network on Domestic Violence, Jagori convened a State level meeting at its Shivalik office on 11th April 2023 which was attended by 8 organisations. State-level strategies were reviewed and updated in preparation for the upcoming national meeting.

At the National Meet in Bhopal on 17th and 18th April 2023, two Jagori representatives shared the activities undertaken by the Delhi Chapter between October 2021 and March 2023 - including knowledge enhancement sessions, identification and addressing of gaps in the PWDV Act and its implementation, and formulation of SOPs to support GBV survivors during lockdown like situations.

On 17th October 2023, Jagori convened a meeting with 11 participants representing six member organisations. Discussions addressed criteria and process for membership; some protocols related to meetings and attendance, and planning for a joint event during the 16 days of activism along with a social media strategy for the same.



Delhi Aman Network Meeting at Shivalik Office, Delhi, October 2024

2

Enhancing capacities of unorganised sector women workers in Delhi-NCR

Since 2021, Jagori has been working with women unorganised sector workers comprising street vendors, home-based workers, domestic workers and factory workers from the communities in Bawana, Khadar and Badarpur, to address specific life and livelihood concerns that arose during the pandemic and its aftermath. The idea was to build the knowledge and skills of select unorganised sector workers, so that they could lead change in their communities. The previous year was utilised to identify potential leaders, conduct a Training Needs Assessment (TNA), and build a curriculum. Considering the paucity of such efforts in the city, Jagori also reached out to other like minded organisations so as achieve a broader outreach to women workers in their field areas too.

During the current year, Jagori focused on training women unorganised sector workers with the objective of bringing forth and emphasising their worker identity and strengthening their knowledge, connections to networks, and access to entitlements. At the same time, Jagori also continued to guide the community women leaders and members of Nari Ekta Shakti Sangathan¹ (NESS), who have starting taking the ownership and initiative to spread awareness on entitlements, resist violence against women, conduct safety audits and forward recommendations to the local authorities.

Selection of Women Unorganised Sector Workers

By September 2023, Jagori had mobilised 232 unorganised sector women for the sessions on unorganised sector women workers' entitlements, as against the initial target of 120.

Of these, 152 participants selected by Jagori and partners comprised 36 domestic workers, 51 street vendors, 29 home-based workers and 36 factory workers. One hundred and sixteen (116) women workers were from Jagori's field areas Badarpur, Bawana and Khadar, while 36 women workers were selected by fellow organisations – Janpahal, Shehri Mahila Kamgar Union (Urban Women Workers Union), and Community for Social Change and Development - from other areas of Delhi NCR (Gautam Puri, Gurgaon, Laxmi Nagar).

¹ NESS - a community women's forum created as a result of Jagori's intervention.

Around 80 women, hearing about the training from their peers, expressed keen interest and attended some sessions. The large numbers underscore the need among women unorganised sector workers to gather knowledge and access to existing schemes and provisions that they can benefit from.



Leadership training of unorganised sector women workers, ISI, Delhi, July 2023

Leadership training of unorganised sector women workers

Based on Jagori's Training Needs Assessment, a curriculum was designed. It included a two-day residential orientation workshop, followed by thematic capsule sessions and regular follow-up meetings in the field areas. The format helped to incorporate those who were interested to participate in the residential workshops but could not, because of having to forego their daily wages and also overcome familial constraints.

Four residential workshops were conducted at the Indian Social Institute (ISI) in Delhi with a total of 152 women workers. The first workshop was held on 18-19th May 2023 with 41 women workers and the second on 29-30th May 2023 with 42 participants. The third workshop was held on 3-4th July 2023 with 35 women workers and the fourth on 20-21st July 2023 with 34 women workers.

These workshops were facilitated by gender trainer Satish Kumar Singh assisted by Praveena Anand and addressed a range of issues including gendered identity and roles, differential access and control over resources, double burden of work on women, demands of unpaid care work on women, the importance of women's work, identity and entitlements of women workers, and the impact of gender-based violence on women's work, among others.

The residential workshops were followed through with short capsule sessions on specific topics. In total, 28 sessions covering 10 pertinent themes were held within the field areas.

Thematic sessions for Women Unorganised Sector Workers in Delhi-NCR (23-24)

Sl.No.	Topic	Date	Location	No. of participants
1	Collective/ group formation	4 August 2023	Badarpur	29
2		5 August 2023	Bawana	40
3		18 August 2023	Khadar	25
4	Minimum wage	10 August 2023	Badarpur	35
5		19 August 2023	Bawana	27
6		14 September 2023	Khadar	25
7	Social security	12 September 2023	Badarpur	25
8		16 September 2023	Bawana	33
9		21 September 2023	Khadar	25
10	Occupational health	22 September 2023	Badarpur	26
11		29 September 2023	Khadar	28
12		7 October 2023	Bawana	28
13	POSH	10 October 2023	Badarpur	23
14		19 October 2023	Khadar	12
15		20 January 2024	Bawana	32
16	Domestic violence	27 October 2023	Badarpur	25
17		24 November 2023	Khadar	21
18		3 February 2024	Bawana	23
19	Issues of Home based workers	10 January 2024	Badarpur	14
20		24 January 2024	Khadar	17
21		31 January 2024	Bawana	12
22	Issues of Domestic Workers	11 January 2024	Khadar	18
23		16 January 2024	Badarpur	12
24	Issues of Factory workers	10 February 2024	Bawana	10
25		18 February 2024	Badarpur	13
26	Issues of Street vendors	18 January 2024	Bawana	8
27		1 March 2024	Badarpur	13
28		20 March 2024	Khadar	16



Leadership training of unorganised sector women workers, ISI, Delhi, July 2023

In addition to the residential workshops and capsule sessions, 26 follow-up meetings were conducted in the communities to discuss the subjects that had been introduced during the training sessions. These sessions were utilised not only to revise key information and concepts from the capsule sessions but also to discuss their own experiences while accessing government schemes, labour cards and other basics and plan collective actions. In due course, they will be able to guide others in the community to address their concerns as well.

- Women unorganised sector workers: 19 meetings were held – eight in Bawana, five in Badarpur and six in Khadar. Themes included relevant government schemes and provisions and challenges in accessing these, value of unpaid house work, importance of collective formation, dignity and equality at the workplace, fair wage, authorized days of leave and accident compensation, among others.
- Domestic workers: Five meetings were organised - two in Badarpur and three in Khadar. Themes included gender, violence, identity and rights of WDW, the Domestic Workers Welfare and Social Security Act 2010, and International Domestic Workers Day observed annually on June 16th.
- Street vendors: One meeting was convened with street vendors in Khadar, using an episode from the series '*Bol Basanto*²' to discuss laws pertaining to them.
- Home based workers: A meeting was held with home based workers in, where an episode from the video series '*Bol Basanto*' laid the ground for discussion on labour rights and laws.

A key lesson learnt during this process of building women workers capacities is that they do not perceive themselves as workers and leaders. The journey begins with recognition of their identity as women and as workers and therefore building their leadership will need more investment towards a longer and deeper engagement.

² Bol Basanto is a video series on legal literacy produced by the NGO MARG (Multiple Action Resource Group). There are 10 episode in this film on different laws those are related for our daily life.

Case Story: The Power of Information

Firdaus (name changed) is 31 years old. She lived in Bawana JJ Colony with her two children and husband. Firdaus was a home maker and her husband worked as a helper in a factory. During the COVID-19 pandemic, Firdaus' husband lost his job and he was unable to find other employment. The family's situation kept deteriorating until one day Firdaus decided to do something about it. She took an interest-paid loan and set up a small tea stall in Bawana industrial area. It was tough in the beginning, but slowly her business gained momentum. However, an inspection vehicle of the Delhi Municipal Corporation (MCD) would come by every now and then, and on finding the tea stall, would pick up all the materials, causing heavy losses. Firdaus did not understand the reason for this and therefore she did not understand how she could prevent this from happening again and again.

A street vendor who maintained a vegetable stall nearby told her about Jagori, an organisation that conducted regular meetings with women street vendors regarding their concerns. She decided to explore this option. At Jagori, the discussion was about Town Vending Committees (TVCs) and Street Vendor Surveys. She realised that this was relevant to her own situation and so she started attending the meetings regularly in order to learn more.

One day, after the meeting, Firdaus approached the Jagori team and requested their assistance. The very next day, accompanied by Jagori, she approached the MCD and found that the survey was being implemented by a private agency. She got the number of the concerned individual and informed him regarding the pending survey of her stall. She was told that the survey would be conducted within a day or two. However no survey was conducted. After repeated follow up calls by her, and also by Jagori, the survey was finally conducted in September 2022. By now Firdaus knew that after the survey she would receive a vending certificate, and only then her stall would be safe. Several follow up visits to the MCD followed, after which she finally received her certificate in January 2023. This was a huge breakthrough for Firdaus.

Firdaus had seen other women street vendors access the SVaNidhi loans to expand their small businesses. She too, took a loan of ten thousand rupees and expanded her stall. Now she has repayed that loan and is now preparing to take another loan. She has started assisting other women in the community access the loan, too.

Safety challenges of women street vendors

Between 11th January 2024 and 17th February 2024, 5 training sessions on Women Safety Audits (WSA) and Safety Audit Maps were held in Khadar, Badarpur and Bawana, covering 46 women street vendors. In order to document specific safety challenges faced by women street vendors in their workplace, eight women street vendors conducted WSAs along two routes covering Badarpur Main Market on 20th January 2024, while 16 women street vendors undertook WSAs along two routes of Khadar Market on 29th January 2024. They were accompanied by the

Jagori team. Some safety concerns that emerged strongly from the audits included absence of working street lights and drinking water, lack of toilets near vending spaces and men crowding and lingering even outside the ones that were available, making vendors feel unsafe, open drains where vendors sit, causing illnesses due to lack of cleanliness, and MCD officials removing vending set-ups regularly, causing fights over vending spaces.



Safety Audit underway in Badarpur, Delhi, January 2024

Community women's initiatives

Several collective actions were initiated by women leaders and members of NESS (with support from the Jagori team) to improve the access of community women and their families to existing government schemes and provisions, and to critical infrastructure and services in their localities.

Help Desk

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

Support was provided to 417 persons applying for : Ration Card (50), Aadhar Card (33), Labour Card (103), E-shram Card (14), PAN Card (4), Income certificate (4), Birth Certificate (12), Death Certificate (1), Disability Certificate (1), Caste Certificate (1), Old Age Pension (8), Widow Pension (18), Financial Assistance for Widows, Divorced, Abandoned Women³ (2), Voter Id Card (15), Health Card (5), and schemes like the EWS⁴ admission (4), Ladli Scheme⁵ (3), PM Matru Vandana Yojana⁶ (2), PM Vishwakarma Yojana⁷ (4), Sukanya Samridhi⁸ (4), Ujjwala Scheme⁹ (54), SvaNidhi Scheme¹⁰ (32), Ayushman Bharat Scheme (4), Sahara Refund Government Scheme (5) and Jan-Dhan¹¹ (10). Additionally, the team assisted persons in accessing vending areas (5), recovering remuneration from employers of women domestic workers (2), resolving public toilet and sanitation issues (3) and accessing wheel chair scheme for disabled persons (2). Twelve persons approached the helpdesk for information and other issues. It was noted that labour cards and free gas connections via the Ujjwala Scheme were most accessed.

Stakeholder engagement

Women's collectives in each locality initiated correspondence with the local authorities to ensure resolution of the challenges that they were facing.

- Khadar

A total of 22 meetings were held with the Municipal Councillor, various representatives of the MCD (Municipal Corporation of Delhi), suppliers of LPG gas, members of the Resident Welfare Association Khadar (RWA), the Department of Food Supplies, the Delhi Jal Board¹², the Labour Commissioner of Delhi and local Anganwadis. Jagori accompanied the women as they followed up on specific recommendations emerging from the WSA and also shared concerns about the need for public toilets for women domestic workers, challenges in accessing the SvaNidhi and Ujjwala schemes, problems related to ration cards, issues related the Town Vending Committee¹³ for street vendors, access to regular supply of potable water, maintenance of community toilets, clearing of drains and garbage disposal in the area, and status of vaccinations and nutrition for children in the areas, among others.

3 This is a scheme from the Delhi Government scheme, where the State provides financial assistance to poor single women for the marriage of up to two daughters.

4 Under this scheme, school admissions are accessible for children from Economically Weaker Sections where family income is less than Rs.8 Lakh.

5 Under Ladli Yojna, a girl child born in last 1 year receives INR 11,000 (if born in a hospital/nursing home of Delhi) or INR 10,000 (if born at home)

6 A maternity benefit programme run by the Government of India

7 a Central Sector Scheme providing end-to-end support to artisans and craftspeople

8 A Government of India backed savings scheme for girl children

9 A scheme to make clean cooking fuel available to rural and deprived households

10 A central scheme providing financial support to street vendors

11 A financial inclusion program for Indian citizens, that aims to expand affordable access to financial services such as bank accounts, remittances, credit, insurance and pensions

12 The government agency responsible for supply of potable water to most of the Delhi-NCR

13 A Town Vending Committee (TVC) is a municipal-level committee that helps implement the Street Vendors Act.

- Badarpur

The women (accompanied by Jagori) conducted 18 visits to various stakeholders including officials at the Department of Food Supplies and Consumer Affairs, Municipal Councillor, the MLA¹⁴ (Member of the Legal Assembly), the local dispensary, Anganwadi workers and the Delhi Jal Board over concerns related to access to ration cards, E-shram cards, health cards, voter cards, ensuring potable water supply, maintenance of community toilets, garbage disposal and sewage systems, access to healthcare, vaccination and nutrition for pregnant women, and sexual harassment. Women street vendors and domestic workers followed up on findings and recommendations from the WSA. The former also made enquiries regarding the proposed Women Street Vendors' Survey¹⁵ and put forth a request for a camp to facilitate access to the SVaNidhi scheme.

- Bawana

In Bawana, 23 meetings were held with stakeholders including the officials of MCD, the Department of Food Supplies and Consumer Affairs and owners of Fair Price (Ration) Shops, Owners of gas agencies, RWAs, the MLA, the Offices of the Sub-divisional Magistrate (SDM) and Labour Commissioner, ASHA and Anganwadi workers. These follow-up visits related to a variety of challenges in accessing water and sanitation, community toilets, foodgrain, public health facilities including for women and children, income certificates, voter ID cards and schemes for street vendors, among others.

These initiatives have resulted in several improvements in services and infrastructure in all the three areas for instance in Bawana, augmented bus services facilitate women's travel to work; in Badarpur, street vegetable vendors have been allotted permanent built stalls, a mobile toilet has been

set up for women vendors; while in Madanpur Khadar a large drain in the market area has been covered so that women street vendors find it convenient to set up their stalls. Besides, these areas now have regular water supply, improved lighting and drainage.



Street Vendor Day Celebration, Delhi, January 2024

¹⁴ A member of the Legislative Assembly (MLA) is a representative elected by the voters of an electoral constituency to the legislature of State government in the Indian system of government.

¹⁵ As per the Street Vendor Act, 2014, Town Vending Committee (TVC) will conduct survey of all existing street vendors and every street vendor identified under the survey shall be issued a certificate of vending by the Town Vending Committee.

3

Collaborating for women's safety and inclusion in rural Jharkhand

During the year, Jagori continued its efforts to advance the women's safety agenda in urban and rural areas of Jharkhand. In the rural context, a forum of eleven organisations adopted a multi-pronged strategy to equip and support EWRs in their role as flag-bearers of the women's safety and development agenda. Jagori has been placing emphasis on leveraging the *Mahila Sabha* (Women's Assembly) as a powerful tool to bring diverse groups of women together to articulate their practical gender needs thus increasing their potential to be incorporated in the *Gram Panchayat* Development Plan (GPDP or village development plan). These efforts also tied in with the Government of India's efforts to localise SDGs and was leveraged as such during joint endeavours with state actors. In the urban context, a study on key safety concerns of women street vendors in Ranchi city was concluded and its report was launched in collaboration with the All India Women Hawkers' Federation - AIWHF in the presence of key government representatives.

Forum on Women's Safety in Panchayat

At a consultation titled "What can Panchayats do for Women's Safety" organised by Jagori at Ranchi in September 2022, eleven CSOs came forward to form an eleven-member core committee called '*Mahila Suraksha in Panchayat*' (MSP) to address the critical issue of women's safety at the panchayat level in Jharkhand. Recognizing that women's safety requires a collective effort, Jagori committed to play a pivotal role by supporting panchayats in prioritising the eradication of violence against women.

This year, a follow up meeting of the MSP was convened by Jagori at Hotel Genista Inn, Ranchi from 19th to 20th April 2023, to reflect on the joint actions undertaken by the forum, understand the critical challenges and concerns thereof and develop actionable strategies.

On 24th April 2023, they organised a press conference at the Press Club in Ranchi, to raise public awareness and foster collaboration with media, civil society, and government departments towards sustained focus on women's safety and empowerment in rural areas. The "*Gram Sabha se pehle ho Mahila Sabha*" campaign highlighted the importance of conducting women's assemblies before village assemblies to ensure prioritisation of women's issues and voices in local governance. This was published in several newspapers, including Hindustan, Rashtriya Sagar, Sanmarg, Aaj, Desh Praan and Aazad Sipahi dated 25th April 2023.

A two-day workshop facilitated by external resource person Duttatray Gurav was held from 27th to 28th September 2023 at The Retreat Continental in Ranchi, with 25 women and 12 men representing member organisations of the MSP core group. It aimed to impart a deeper understanding on women's safety and legal rights under relevant laws, along with skills to implement effective safety measures and support systems that could prevent and combat gender-based violence within their communities.

Capacity building of women and girls

On 18th May 2023, a day-long training was co-organised by Jagori and Shramjivi Mahila Samiti at Bageecha Social Research Training Centre, Namkum Ranchi. The idea was to educate the participants comprising 40 women and community activists, affiliated with Single Women Empowered Organisations (SWEOs), on issues related to Violence against Women (VAW) and legal frameworks such as the Protection of Women from Domestic Violence (PWDV) Act 2005 via screening of videos and ensuing discussions.

A workshop titled “Gender, Patriarchy, GBV and Safety in Public Places” was organised by Jagori, with 56 adolescent girls between the age group 13-20 years, at Balijuri Panchayat, West Singhbhum, on 24th & 25th November 2023. Amrita, Laxmi and Sarita from Jagori were the resource persons. Through interactive sessions and skill-building activities, participants were informed on issues related to gender-equality, education, reproductive health and harmful impacts of early marriage.

Jagori organised a two-day workshop with 54 adolescent girls in Sonua Block, West Singhbhum, with an aim to equip them with confidence and tools to promote gender justice and actively participate in local decision-making processes for sustainable social change. Topics covered



Workshop with adolescent girls in Sonua Block, West Singhbhum, Jharkhand, November 2023

by resource person Satish Kumar Singh included - principles of gender equality, the impact of gender-based violence on individuals and communities, and strategies to advocate for safer environments.



Training workshop on GBV with male panchayat members at Lohardaga, Jharkhand, October 2023

Capacity Building of Stakeholders

Two training workshops were held with 40 male panchayat members at Bonta Panchayat Bhawan, East Singhbhum from 6th to 7th August 2023, and 40 male panchayat members at Kisko Panchayat, Lohardaga from 8th to 9th August 2023. It was aimed to sensitise participants about the importance of women's safety, inform about relevant legal frameworks and impart practical skills for implementing safety measures. It sought to encourage their active involvement in the creation of a safer environment for women.

A two-day training workshop on “How to Support Domestic Violence Survivors?” was organised at Lohardaga on 27th & 28th October 2023, specifically for officials from the Department



Training workshop on GBV with WCD officials at Lohardaga, Jharkhand, October 2023

of Women & Child Welfare, Government of Jharkhand. 49 women and 5 men participated. Deepshikha and Shalini from Jagori facilitated sessions on the dynamics of domestic violence, relevant legal frameworks, trauma-informed care and support strategies and collaboration among stakeholders to strengthen response systems for domestic violence survivors.

A two-day gender sensitisation workshop titled “*Gender Samvedi Panchayat hai Surakshit Panchayat*” (A gender sensitive panchayat is a safe panchayat) was held, with 35 *Mundas/Mukhiyas* (Panchayat heads), *Gram Sewaks* (Panchayat Secretaries) and EWRs (Elected Women Representatives) at Sonua Block, West Singhbhum on 6th & 7th December 2023. It aimed to sensitise Panchayat leaders and officials to the importance of ensuring women’s participation in governance and addressing gender-based discrimination and violence within the Panchayat. It was based on the premise that by fostering a gender-responsive approach among key stakeholders, it is possible to create Panchayats that are safe and inclusive for women. Satish Kumar Singh facilitated the workshop that was attended by 35 participants.

A two-day training workshop on “Panchayat Budget” with 46 *Mundas, Mukhiyas* and block representatives of Sonua Block, West Singhbhum, was organised from 22nd to 23rd January 2024. Resource person Mr. Dattatray Gurav enlightened participants about the importance of budgeting as a tool for local development, emphasising transparency, accountability, and inclusive decision-making processes. By providing practical skills and knowledge on financial planning, resource mobilization, and expenditure tracking within the context of rural governance, participants were trained on effective utilisation of financial resources for community development initiatives, equitable distribution and sustainable socio-economic growth.

Rapid assessment of Toilet Access for Girls in Jharkhand

In 2024, Jagori along with MSP core group members initiated joint action to assess the availability, adequacy, and condition of toilet facilities specifically for girls in schools across nine districts of Jharkhand – Khunti, West Singhbhum, East Singhbhum, Dumka, Daltonganj, Palamu, Latehar, Ranchi, and Lohardaga. The objective is to identify the scope to improve school sanitation policies and funding. This measure would not only promote their health, education, and overall well-being; it would have a threefold outcome - arresting girls’ drop out, prevention of early marriages and progress on SDG 4.

Study on Safety and Mobility Concerns of Women Vegetable Vendors in Ranchi District

In India, 90% of the women work in the unorganised sector and are highly vulnerable to the risk of violence. Specifically in the domain of unorganised work such as street vending, where public markets become workplaces, there is a dearth of literature on how women negotiate their portions of “male dominated” public spaces. From June 2022 onwards, Jagori undertook a study to critically analyse issues faced by women vegetable street vendors with Consultant Anita Das of All India Women Hawkers Federation (AIWHF); it was anchored by independent researcher Divyaa Gupta. Qualitative and quantitative tools such as a survey, In Depth Interviews (IDIs), Key Informant Interviews (KIIs), Focus Group Discussions (FGD) and

Safety Audits were used to study issues of women vegetable vendors' safety, their experiences of violence and their mobility patterns. While data collection and analysis was completed during the previous year, the report was finalised and launched on 30th September 2023, at Ranchi.

Key trends across the 201 women vendors surveyed indicate that women vegetable vendors face a range of safety issues while travelling - lack of transportation at night, unavailability of transport connectivity from the railway station, harassment by the ticket collector for money and sexual harassment by male passengers. Mobile vendors were stalked and verbally abused by male road users and customers. 42% women vegetable vendors reported some form of harassment – with over half of them identifying it as sexual harassment. Respondents considered this to be an ordinary part of their trade and that they had to be strong to deal with these issues. When respondents were asked whether they knew about any women's helpline, most said that they did not. Further, it was noted that women travelling from villages did not have a phone of their own.

There was no information on Local Committees constituted under the POSH Act 2013, in Ranchi. Sexual harassment redress has still not been implemented formally and matters of sexual harassment have to either borne by women silently or dealt with individually. Finally, it was found that the infrastructure in unorganised (street) vegetable markets was highly unfavourable for women vendors, compromised their safety and affected their capability to work - this was especially true for those who had to combine their child-care and vending activities. 50% of the markets surveyed did not have a functioning public toilet and women reported facing harassment while going to the toilet in the open. Even the vegetable markets in government ending zones had poorly cleaned and maintained toilets, with no provisions for persons with disabilities. Even after provisions under the Jharkhand Street Vendors (Protection of Livelihood and Regulation) Scheme, 2017, these markets did not have breastfeeding and resting areas, and drinking water was unavailable.



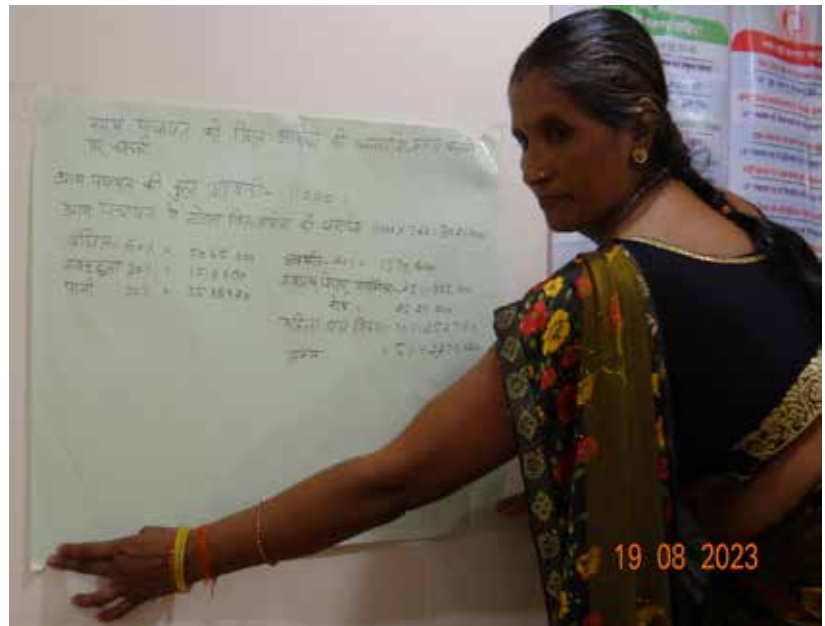
Vegetable vendor women celebrating Report launch, Ranchi, September 2023

4

Promoting gender transformative local governance in Bihar and UP

Jagori has been actively working to enhance the leadership capabilities of Elected Women Representatives (EWRs) in one district each in Bihar and Uttar Pradesh. In Bihar, the project covers Muzaffarpur district, reaching across four blocks and involving 30 Panchayats. These Panchayats include 30 *Sarpanch* and 30 *Mukhiyas*, bringing the total to 60 EWRs. In Uttar Pradesh, the project is being implemented in Bahraich district, spanning two blocks with 30 Panchayats, each led by a *Pradhan* or EWR.

During the year, Jagori's focus was to equip EWRs with relevant knowledge and skills so that they could effectively fulfil their roles and responsibilities, through training programs and regular monthly meetings. At the same time, Jagori engaged with diverse stakeholders, including *Panchayat Sachiv* (secretaries), village *chowkidars* (village guards), Block Development Officers (BDOs) and members of school management committees, as well as Self-Help Groups (SHGs), Aajeevika members and Community Level Federations (CLFs), orienting them on how they could actively promote and strengthen the leadership of women stepping into the public arena for the first time. In doing so, Jagori aspired to build a supportive environment for EWRs to thrive in their roles.



Workshop with EWRs and women leaders at Bahraich, August 2023

Three approaches were adopted in the programme - first, democratising knowledge about budgetary allocations to Panchayats through the 15th Finance Commission and various central and state government schemes; second, discussing gender-based violence and explore how gender-based violence (GBV) could be addressed at the Panchayat level (this was in line with

Jagori's vision of making public spaces safer for women and girls); and third, emphasising the importance of attending village meetings (*Gram Sabha*) and organising women's meetings (*Mahila Sabha*) before every village meeting to ensure that women's issues are prioritised and addressed.

Jagori invited Dattatray Gurav as the external resource person for the training sessions; he is an independent consultant and expert on Panchayati Raj Institution (PRI) with more than 30 years of experience in areas such as local governance, gender mainstreaming, and community development. He was supported by Ms. Jayashree Velankar, Director Jagori. The training pedagogy was grounded in feminist principles, emphasising participatory learning, including practical tips, and fostering critical thinking skills.¹⁶

Training of School Management Committees

Jagori organised training sessions for School Management Committee (SMC) members in Bahraich on 1st June 2023 and in Muzaffarpur on 14th June 2023 with 41 and 66 participants respectively. The training aimed to enhance the understanding of SMC members regarding their roles and responsibilities within the school management framework. It provided participants with the necessary skills to prepare a comprehensive school development plan and facilitated their engagement with EWRs and other Panchayat members to integrate the school development plan into the Gram Panchayat Development Plan (GPDP).

Capacity building of women leaders

Two-day capacity-building trainings were held with 34 EWRs in Bahraich on 2nd and 3rd June 2023, and with 34 EWRs in Muzaffarpur on 15th and 16th June 2023. The training sought to impart an understanding about the forms and impact of violence against women, skilling participants to identify and collectively address these issues, thereby fulfilling their role as members of the village judiciary committee.

A two-day training session for EWRs and community leaders, including members of Self-Help Groups (SHGs), Community Led Federation (CLF) leaders, and Aajeevika members was held in Bahraich on 18th and 19th August 2023, with 41 participants. A similar training session was conducted in Muzaffarpur on September 9th, 2023, with 66 participants. The purpose of the training was to enhance participants' understanding of budgetary allocations to Panchayats through various schemes and plans, focusing on the convergence of these budgets to address practical gender needs (PGNs). The sessions also sought to build an understanding of the forms and impact of violence against women and ways to address violence cases effectively. The participants were also informed about various budgets available in the panchayat for violence survivors. Participants were encouraged to attend all four village meetings (*Gram Sabha*) and organise the women's meeting (*Mahila Sabha*) before every *Gram Sabha*.

¹⁶ The terms Mukhiya, Pradhan and Munda are terms variously used in tribal communities to address the village Head and synonymous with the Hindi word Sarpanch

Training of the implementing team

A two-day capacity-building training for 20 project staff of Jagori and AKF was held in Muzaffarpur on September 10th and 11th, 2023. Participants renewed their understanding on budgetary allocations in local governance; they also learned to identify success and change indicators with respect to the project and to write effective case stories.

Training of local government functionaries

A one-day training session for 42 village *chowkidars* (guards) was organised in Bahraich on 19th December 2023 and for 26 *chowkidars* in Muzaffarpur on 21st December 2023. The aim was to facilitate exploration of their roles and responsibilities, how they could bolster EWR leadership and undertake initiatives to make villages safer for girls and women.



Training session with Village Chowkidars at Bahraich, December 2023

A one-day training session for government officials, including village secretaries, was held on 21st February 2024 in Bahraich with 40 participants and on 23rd February 2024 in Muzaffarpur with 27 participants. It catered to the specific needs of village secretaries with respect to Localised Sustainable Development Goals (LSDGs) and their roles in monitoring these goals. Participants were facilitated to explore how they could support the leadership of EWRs. It emphasised the inclusion of activities in the Gram Panchayat Development Plan (GPDP) to support women's employment. Participants were strongly inclined to centre women in village development planning. They were encouraged to aim for various awards for good governance and inclusive development.

Case Story: Transformative Leadership

Chitra Kumari (changed name) is the Mukhiya (village head) of her panchayat in Muzaffarpur district, Bihar. She was elected to this position under the women's reservation quota, marking her first foray into public office. Prior to her election, Chitra had little understanding of Panchayat affairs and rarely ventured outside her home. In fact, she had never even visited the block office before becoming Mukhiya.

All this changed when she started participating in training programmes that empowered her with relevant knowledge and skills, and encouraged her active engagement in village-level women's group meetings (*Mahila Sabhas*).

Chitra began to take on a more proactive role in Panchayat development. Under her leadership, Vishnupur Badhnagari became the first Panchayat in Muzaffarpur district to appoint a garbage manager. Deploying sanitation workers equipped with identification cards, uniforms, gloves, and masks, she oversaw the maintenance of open drains and established a system for the disposal of wet and dry waste. Chitra also implemented a door-to-door waste collection system, producing organic fertiliser and using the income thereof to boost the Panchayat's revenue. *For her outstanding work in waste management and environmental sustainability, Chitra Kumari was honored with the President's Award.*

Chitra initiated an employment generating project for women, creating eco-friendly oil lamps from cow dung for Deepawali and other rituals. Following an exposure visit to Bhojpur district, she established a MNREGA haat and oversaw the construction of a livelihood office (*Jeevika Bhawan*). Chitra has ensured regular monitoring of the village school, Anganwadi, and health centre. She established a Smart Classroom*, and oversaw construction of a boundary wall and gate for the school. She insists on regular meetings of the School Management Committee (SMC) to uphold the standard of education.

Chitra attributes much of her success to the training she received through Jagori and AKF. It helped her transition from a reserved homemaker to an award-winning Panchayat leader, demonstrating the significant impact that women's empowerment initiatives can have on grassroots leadership.

* A smart classroom is a modern learning space that uses technology to enhance students' learning experience.

Case Story: Leadership for Better Schools, Better Lives

Asha Devi has been serving as the village head of Madhavpur Gram Panchayat in Bahraich district, for the past four years. She has been instrumental in bringing about significant improvements in the local government school which, being the only one in the area plays a crucial role in the education of the village children.

During a visit to the school, Asha Devi observed that the midday meal provided to the children was insufficient and lacked proper nutrition. She confronted the teachers and insisted that they ensure a nutritious and adequate meal for every student. She also discovered that students had no access to toilets. When questioned, the teachers explained that the school toilets were kept locked because the students often left them dirty. Asha Devi firmly addressed this issue, reminding the teachers that maintaining cleanliness is their responsibility and assured that any necessary expenses would be covered. After her intervention, there was a noticeable shift in the teachers' attitude towards the girls; they began treating the girls with respect and addressing them politely.

Members of the School Management Committee (SMC) now fully understand their roles and are more active and responsible. Asha Devi regularly visits the school to monitor progress, ensuring that SMC meetings are held with full participation and the students' needs are addressed effectively.

Asha Devi ensures active participation of women by organising *Mahila Sabha* meetings before *every Gram Sabha*. She initiated the construction of a road connecting the village to the block, resolving the critical issue of women facing difficulties during childbirth due to poor road conditions. Additionally, she established a Primary Health Centre (PHC) in her village. *As a result of her tireless efforts, her Panchayat has been recognized as a model Panchayat in a recent government survey.*

Asha Devi's story is a testament to the impact that strong, committed leadership can have on a community. Her efforts, supported by training and resources provided by Jagori and AKF, have brought about meaningful yet far-reaching changes in her village.

5

Creating an enabling environment for girls and women in Pataudi

Jagori continues its work of creating of raising community awareness and enlisting stakeholder engagement to create an enabling environment for women and girls' safe mobility and access to schools, colleges and workplaces in 2 towns and 4 villages of Pataudi Tehsil. The work has been challenging but also rewarding as some efforts are seen to bear fruit – a group of nearly 80 single women has come forward, seeking autonomy and better avenues to support themselves and their children; Anganwadi workers are showing interest in Jagori's approach to address domestic violence and new panchayats are keen to adopt the women's safety agenda.

Community interactions

During regular field visits, the Jagori team initiated 599 new connections with local residents; over the year, they had interacted with 2511 persons in all – comprising 1682 women, 152 girls, 137 boys and 540 men. They also connected with 88 single¹⁹ women. These interactions were aimed towards understanding the local context and also mutually sharing perspectives and experiences around gender, patriarchy, women's safety, education and employment, among others.

Thematic sessions

Three thematic meetings were held in the community - in Borakalan on 15th April 2023 with 27 women and 5 men on gender based violence with screening of the film 'Ghar ki Murgi'; in Nanukalan on 28th April 2023 with 11 single women to discuss specific concerns of single women in the village, and in Nanukalan on 3rd June 2023 with 26 women to understand the issue of women's safety.

On 24th January 2024, Deepsikha and Shalini from Jagori conducted a one-day session with 77 ASHA



Workshop with ASHA workers at Civil Hospital, Pataudi, Haryana, January 2024

¹⁹ Single women are defined as those who are divorced, widowed, unmarried, deserted, Devadasi, sex workers, Dalit, Adivasi, lesbian, and single trans women. This expanded definition acknowledges the diverse experiences of single women, fostering a more inclusive perspective on their concerns and needs.

workers of Pataudi block at the Sub District Civil Hospital of Pataudi on their role in the prevention of violence against women.

On 7th March 2024, Jagori organised an International Women's Day program with 61 women and 5 youth from 6 field areas at Balmiki Chaupal, Pataudi. Three short animation films on Gender and VAW produced by Jagori were screened, leading to discussion on the significance of International Women's Day.

Focus on Single Women

In the course of Jagori's work in Pataudi Tehsil, single women had emerged as an important constituency seeking support and avenues for employment, agency and autonomy, with around 88 single women mobilised. On 30th November 2023 (the day marking South Asian Women's Day and 16 days of Activism to End VAW), Deepshikha and Shalini from Jagori conducted a session with 74 single women from six villages in Pataudi, Haryana on the issues of single women, their rights, challenges and struggles. They provided information about laws related to VAW and discussed mechanisms like the police helpline, Protection Officers, One Stop Centres, and the District Legal Service Authority (DLSA) that are available in Pataudi, Gurgaon for the prevention and reporting of any act of violence.

Study on Single Women in Pataudi

In February 2024, Jagori conducted a rapid survey with 73 single women in Pataudi and surrounding villages, to address the paucity of disaggregated data. Findings revealed that an overwhelming majority among these women was of those who had lost their husbands (63 out of 73). Although 1/3rd of these women had knowledge about schemes for single women in their state, access to these schemes was abysmally low. Nearly half of the women are single earners in their family with an income below Rs. 5000. 67% of the women face difficulty in managing their daily expenses, yet receive very little or no monetary support from their families. About 30% had suffered some or the other form of domestic violence and lack of redress. More than 90% felt that they suffer from some form of mental health issue.

Stakeholder interactions

Jagori continues to expand its work on safe and inclusive public spaces in rural areas as well. Taking learning from other project areas namely UP, Bihar and Jharkhand, Jagori initiated similar efforts in four villages in Pataudi Tehsil – specifically working with elected panchayat members and School Management Committee (SMC) members on incorporation of the women's safety agenda in their work and effective utilisation of budgets towards this end.

During the year, Jagori interacted with several stakeholders to follow up on the recommendations²⁰ that had emerged from the Women's Safety Audits, OSAM²¹ and Mahila
20 Recommendations included ensuring adequate street lighting, public toilets and public transport for women, and requisite police vigilance and response, among others

21 OSAM (Open Street Audit Mapping) is a process in which key issues and recommendations emerging from a Women's Safety Audit are displayed in a public space. Members of the community offer their comments, and stakeholders respond to the recommendations presented. It is a platform where members of the community and stakeholders come together to address issues that emerge from the around the Women's Safety Audit. OSAMs reflect community mobilisation, solidarity and

Sabha last year. Meetings were convened with panchayat heads and panchayat members; anganwadi workers and their helpers; Accredited Social Health Activists (ASHA workers) and Auxiliary Nurse and Midwife (ANMs) from 6 field areas (Nanukalan, Borakalan, Khor, Baspadamka, Haileymandi and Pataudi). Meetings were also held with the WCDPO (Project Officer, Department of Women and Child Development) and Municipal Councillor of Pataudi Block. Findings were shared with the Block Development Officer, the Sub-Divisional Magistrate (SDM) of Pataudi Block, the Ward Councillor of Pataudi and the Municipal Councillor at Pataudi. Jagori also met with the Secretaries of Baspadamka, Khor and Nanukalan to discuss incorporation of the recommendations in the Village Development Plan.

“Jagori’s intense engagement has produced good results in the community. Examples of this can be found in Pataudi - conducting door to door visits was a good strategy to build connections and trust with the community. Engagement with multiple stakeholders - not only women (survivors of violence, single women, working women) but also men, youth, local government representatives, police, school management and school management committees, transport, electricity and water departments, market committees etc., - is effective when it comes to building an enabling environment for girls and women.” - Internal Review



Workshop with ASHA workers at Civil Hospital, Pataudi, Haryana, January 2024

articulation issue of women’s safety, and also the willingness of stakeholders to take action on the concerns that were raised.

6

Deepening feminist knowledge through research

Research was not seen as a separate vertical at Jagori, rather, it was part of a whole. Jagori conducted action research studies on important but less explored issues that emerged from ongoing grassroots engagement. The aim has been to crystallise the experiences of women on the ground into new knowledge feeds back into interventions while also being disseminated across a wide range of stakeholders. During the year, the following action research studies²² were concluded:

- In Ranchi city, over 200 women street vendors were surveyed. The report, published in September 2023 highlighted a range of safety issues, experiences of sexual harassment, unavailability of last mile connectivity and gender-exclusionary infrastructure.



Report Launch: Study of Safety and Mobility Concerns of Women Street Vegetable Vendors in Ranchi, Jharkhand, September 2023

²² Read more about these studies in the relevant chapters.

- In December 2023 Jagori, along with members of the MSP group, undertook a survey to assess the availability, adequacy, and condition of toilet facilities specifically for girls in schools across nine districts of Jharkhand.
- In February 2024, Jagori conducted a rapid survey with 73 single women in Pataudi and surrounding villages. Findings revealed that most respondents fall severely below the poverty line; have difficulty accessing basic schemes, face domestic violence and struggle with mental health issues.

Additionally, Jagori also completed a study on the occupational health hazards of domestic workers, and continued work on a four-country assessment of CEDAW implementation. These are discussed below.

Occupational Health Hazards of Women Domestic Workers

A first-of-its kind study undertaken by Jagori explored the occupational health hazards faced by women domestic workers (WDWs), their health-seeking behaviour and access to healthcare.

As 'care workers', domestic workers play the crucial role of sustaining and nurturing human life; yet their contribution is not valued and not accorded dignity. There is little focus on the occupational hazards that they face, the potential impact on their health, and no legislation has codified occupational health and safety in domestic work.



Report Launch of Jagori's Study on Occupational Health of WDWs, Constitutional Club, Delhi, August 2023

In this context, Jagori undertook to explore the health hazards faced by different categories of WDWs based on the type of work they do, and their own perceptions of health and well-being, impacted as they are by experiences of discrimination, exploitation and violence. The survey, conducted during the previous reporting period, covered over 500 women domestic workers and Key Informant Interviews (KIIs) with union leaders, doctors, ASHA, Anganwadi workers, and LC members across Delhi-NCR and Jaipur. A total of 32 case studies were collected to

highlight the unique experiences of full-time and live-in domestic workers. Members of the violence intervention team were available to provide counselling to respondents if they shared instances of violence and voiced a need to address them.

The report of findings from this study was launched at the Constitution Club in New Delhi on 25th September 2023. The event attended by over 100 domestic workers. The event gained media attention and was covered in several newspapers.

Key recommendations emerging from the study on Occupational Health Hazards of Women Domestic Workers

- A comprehensive national legislation for, and registration of WDWs and their employers on priority
- Definition of occupational safety and health for domestic workers in the Code on Occupational Safety and Health in addition to including them in the Code on Social Security
- Acknowledgement of WDWs as ‘workers’ and their inclusion tax-funded public health programmes as well as Employees’ State Insurance (ESI) Scheme to insure them against health-related eventualities
- Setting up of tri-partite Welfare Boards with representation of employers, Trade Unions and WDWs
- Ensuring that the LC mechanism for the redress of sexual harassment at the workplace is functional, well-funded and accessible for WDWs through large-scale awareness generation
- Ratification by Government of India of ILO Convention 189 on decent work and Convention 190 on violence-free work environment
- Large scale, multi-centric longitudinal studies for in depth analysis of occupational health and safety of domestic workers

Mobility-Patterns and Time-Use Data of Women Domestic Workers in Delhi-NCR

This year (2024), Jagori initiated a study, with Nikore Associates²³, to understand and document how unpaid care work, unavailability of safe and affordable transport and unsafe public spaces influence work choices and related decisions of WDWs in Delhi-NCR. Planning meetings were held with Mithali Nikore and her team on 2nd March and 27th March 2024. The concept note, research methods and time-lines were discussed. Findings will be used to formulate recommendations at the local level and share with relevant stakeholders to create enabling conditions for WDWs. This will be a mixed-methods study with 250 WDWs across Delhi and NCR. Tool-development for surveys, FGDs and KIIs is under way and data collection will start from July 2024.

²³ Nikore Associates, a team of economists, have expertise in collecting and analysing time-use data.

Mapping CEDAW implementation

Jagori was invited on board by The George Institute for Global Health India (TGI) and IWRAW-AP for a three-year initiative titled GRACE - to address the lack of systematic evidence on 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. Anchoring the research across all four countries is International Women’s Rights Action Watch Asia-Pacific (IWRAW-AP), an organisation that has been a leader in the CEDAW review process for many years. GRACE was conceived in a novel way. Each country partner was to choose one issue that aligns closely with the organisation’s goal, generating discussion and aiming for policy change on the same.

Jagori led the initiative in India as a continuum of its work on ending violence and discrimination against women and creating safe public spaces. Given its work with unorganised sector women workers, Jagori chose implementation of POSH Act [Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013] and the provision of LCs (Local Committees) meant for them as the entry point for looking at CEDAW implementation.

The plan was to combine statistical analysis, qualitative data analysis and discussions with key stakeholder groups, building on work already done and including practitioners in data collection and analysis.

As part of the joint research, in-person partner meets were held at Bangkok, Thailand from 20-22nd June 2023 and in Colombo, Sri Lanka, from 23rd-26th January 2024. They were designed as cross-learning and spaces leading towards collective action and a common goal. Regular partner check-ins were held on 10th August 2023, 4th September 2023, 19th October 2023 and 20th March 2024, mainly to update on country activities, discuss common and individual plans and provide inputs on legal analysis being conducted by researchers from the Centre for Justice, Law and Society (CJLS), OP Jindal Law School on CEDAW implementation and the POSH Act in India, and a CEDAW Dashboard being developed by TGI to track CEDAW implementation in a more visual and accessible format. Bi-lateral meetings with TGI were held on 13th September 2023, 6th November 2023 and 14th December 2023 to discuss implementation plans in detail.

As a first step, Jagori undertook ally-mapping, with stakeholders and allies falling into four categories: CSOs and INGOs working with unorganised sector women or on the issue of POSH implementation, workers’ unions, researchers and academics, government departments and ministries.

KIIs with stakeholders were designed to get a well-rounded understanding on the state of LC implementation across India and the steps that are required to catalyse dialogue and action towards better implementation. Jagori’s attempt was to expand the definition of ‘worker’ beyond the categories formally recognised by the government and to build an understanding of the redress available or not available to them as almost invisible members of the unorganised workforce. Therefore, six respondents in Kolkata, two in Mumbai and one in Lucknow were

selected – trade unionists as well as experts working with marginalised women workers including women farmers, women in sex work, women with disabilities working in the gig economy, ASHA workers (who are technically volunteers) and home-based workers.

KIIs were also conducted with Dr. Anagha Sarpotdar (an expert on the POSH Act and LC Chairperson of Bombay City), Renuka Pamecha (LC Chairperson for Jaipur), Nandita Pradhan Bhatt (LC member of South-East Delhi and Director of Martha Farrell Foundation) and an RWA member in South Delhi – this contributed directly to Jagori’s larger goal of seeking avenues for better POSH implementation, especially with regard to unorganised sector workers. Key observations so far point to lack of access to Local Committees, recourse to alternative redress mechanisms and the role played by collectives and unions.

At its second meeting in Colombo, the research group attempted to identify points of convergence across the work being done by all four countries, and charting a path forward.

Jagori looks forward to continue generating data through action research, that would not only be useful for bottom-up policy making but that also does justice to women’s lived experiences and informs on-ground actions.



Workshop on Sexual Harassment at Workplace, Jagori team performing a skit, ISI, Delhi, December 2023

7

Catalysing gender-responsive mechanisms at local and state levels

Practitioners' Parley - Strengthening Feminist Counselling Practices through Engagements with Law

Ten sessions were conducted (on 28th April, 25th May and 30th June 2023, 25th July, 22nd August, 29th September, 30th November 2023, 17th January 2024, 22nd March and 27th March 2024) around ongoing debates relating to laws and recent judgements. Topics included the Supreme Court judgement on marriage equality, the legal status of same sex relationships in India, and the implications of the Uttarakhand Uniform Civil Code for women. Counsellors representing 22 organisations from 9 Indian states interacted with the resource person – eminent Supreme Court lawyer and feminist Vrinda Grover - to sharpen their legal knowledge and apply a nuanced understanding when dealing with cases of GBV, for ensuring access to justice for survivors.

“Practitioners’ Parley के तहत किए गए ऑनलाइन सत्र मेरे लिए कई मायनों में उपयोगी रहे.. इन सत्रों की सबसे खूबसूरत बात यह रही की नारीवादी नजरिए से कानूनों को समझने की कोशिश की गई। कैसे कानून भी पितृसत्तात्मक सोच को रिफ्लेक्ट करते हैं और कैसे इस सोच को चुनौती देते हैं, दोनों पक्षों पर समूह में साझी समझ बनाने की कोशिश रही। इन सत्रों की वजह से मैं जमीनी वास्तविकताओं, सामाजिक मूल्यों और कानूनी पेचीदगियों को एक साथ जोड़कर देख पाई.. सभी सत्र निश्चित तौर पर मेरे लिए काफी जानकारी वाले रहे जो मेरे काम में value add करेंगे।”

[“The online sessions conducted under Practitioners’ Parley were useful for me in many ways. An attempt was made to understand the laws from a feminist perspective, and to create a common understanding about where these laws reflect patriarchal thinking as well as where it’s being challenged. Because of these sessions, I was able to integrate ground realities, social values and legal complexities... all the sessions were definitely very informative for me and will add value to my work.”] – Shabnam, participant from NGO Vishakha in Rajasthan

Report Launch - Caring Hands, Fragile Health: Unravelling Women's Occupational Health & Well-being in Domestic Work

Jagori's community team played an integral role in organising and coordinating the report launch at the Constitution Club in New Delhi on 25th September 2023. The event was attended by over 100 domestic workers, including four WDWs from Badarpur and Khadar, and seven from the Rajasthan Mahila Kamgaar Union (RMKU) Jaipur. Two panel discussions followed, with Jagori Founder Runu Chakraborty facilitating a candid conversation on key concerns, with six domestic workers from Action India, Janpahal, Community for Social Change and Development (CSCD), Delhi Gharelu Kamgar Sangathan, Shehri Mahila Kamgar Union (SMKU), and RMKU Jaipur. The second panel included observations by distinguished panelists Dr Mohan Rao (JNU and advisor to the research), Anita Kapoor (SMKU), Elizabeth Khumallambam (CSCD) and Meva Bharti (RMKU). The report launch gained media attention as the study was a first of its kind; Director Jayashree Velankar and Project Officer Jushya Kumar gave interviews to the press.



Report Launch of Jagori's Study on Occupational Health of WDWs, Constitutional Club, Delhi, August 2023

Report Launch - Safety and Mobility Concerns of Women Vegetable Vendors in Ranchi District

On 30th September 2023, Jagori launched its report "Safety and Mobility Concerns of Women Vegetable Vendors in Ranchi District" based on findings from a study conducted in Jharkhand. Over 200 women street vendors were surveyed between June 2022 and August 2022 bringing

to the fore a range of safety issues, experiences of sexual harassment, unavailability of last mile connectivity and gender-exclusionary infrastructure. In addition to disseminating the findings, the event also raised awareness among stakeholders including policymakers, civil society organisations and the general public, about the specific vulnerabilities and barriers these women encounter in their daily activities. Discussion ensued, regarding policy interventions that could address and improve conditions for women vendors in Jharkhand, ensuring their empowerment in the marketplace and beyond. The event, co-organised with the All India Women Hawker's Federation, was held in Ranchi and was attended by guests of honour Dr. Mahua Manji (Member of Rajya Sabha & Chairman of Women's Commission) and Mr. Shaktiman Ghosh (General Secretary – National Hawker Federation) along with about 185 participants.

Knowledge sharing sessions

- On 11th April 2023, Jushya Kumar gave an online interview to two students of the prestigious Indian Institute of Management Ahmedabad on Jagori's work in the domain of GBV and women's safety.
- On 26th June 2023, Sunita Thakur and Shalini Sharma facilitated a workshop on the POSH Act, 2013, with 45 Male and 50 female staff from the Ghitorni Unit of Sashastra Seema Bal (an Indian border security force). Highlighting the negative impact of Sexual Harassment at the Workplace on women's productivity and progress, the facilitators urged that the men contribute to a safe environment for their coworkers and encouraged the female participants to know and stand up for their rights.
- On September 22, 2023, Jagori hosted 13 students from the School of Planning and Architecture for an interaction with young women from Bawana, regarding their rehabilitation and infrastructure and facilities thereof. After the discussion, a field visit was conducted in two areas of Bawana.
- On 27th & 28th October 2023, Jagori along with Shramajivi Mahila Samiti, organised a training programme '*Hinsa se Pidit Mahilaon Ki Kaise Kare Madad*' (How to assist women affected by violence) at the Collectorate in Lohardaga, Jharkhand for Child Development Project Officers (CDPOs), Lady Supervisors (LS), members of the Child Welfare Committee (CWC), District Child Protection Officer (DCPO) and staff of One Stop Centres. Around 60 persons attended. The objective was to equip government officials to recognize, prevent and address violence against women – thus strengthening an existing local resource pool and building their capacities to contribute to the ecosystem of violence redressal in villages. Deepshika from Jagori was the facilitator.
- On 6th December 2023, a session on the POSH Act 2013 was organised by the AIIMS Internal Complaints (IC) Committee for about 200 participants comprising their outsourced personnel including sanitation, security and other staff. Deepshikha and Sunita Thakur from Jagori were the facilitators.
- On 14th December 2023 Jushya Kumar of Jagori was interviewed by Delhi University PhD candidate Anna Baumgartner on the issue of femicide in India.
- On 9th January 2024, Deepshikha Kaushik and Sarita Baloni from Jagori facilitated a session

on POSH with 45 participants of Sanitation, Ministry of Jal Shakti at the CGO Complex, Lodi Road Delhi.

- For the fourth time in a row, Jagori was invited to contribute a chapter on women in the Governance Review 2023 coordinated annually by WNTA24 (Wada Na Todo Abhiyan). It highlighted the need for wage parity, autonomy in decision-making, and breaking down of structural barriers to women's financial independence across identities.
- Jagori Director was invited to make presentations at their platform meetings by the following donor agencies:
 - » The Agha Khan Foundation (AKF) at its conference on Global Learning Agenda in Mombasa, Kenya, 12-16th February 2024. Salient points of her presentation included the need for provision of psycho-social support to individual women survivors without imposing measures of 'success', investment into robust violence redress systems - especially shelter homes (safe homes) and legal reform, and the integration of a gender lens in all AKF Programmes. Finally, she stressed the need for donors to consider long term engagement with their partners on addressing GBV.
 - » CRY India, on "Understanding gender from a health lens and its effect on the ecosystem of child rights", on 29th February 2024. Jagori's presentation focused on integrating a gender lens in all CRY Programmes- including health.
- On 29th January 2024 – Jagori was invited to attend a meeting at the Canada High Commission to brainstorm around new opportunities on ending gender-based violence.
- Two members from the Jagori team participated in the National Meet of Street Vendors organised by Hawkers Joint Action Committee at ISI Delhi on 8th March 2024. Amrita was a panellist speaking on issues of women street vendors.
- In March 2024, Prof. Karan Mahajan of Brown University reached out to Jagori regarding their recent study "Caring Hands, Fragile Health" on the health impacts of domestic work.

**We are not slaves,
We are WORKERS!**

Jagori

24 Wada Na Todo Abhiyan is a platform initiated by civil society organisations (CSOs) in 2004 to hold the government accountable to its national and international commitments.

8

Advancing conversations on gender equality and women's safety

Outreach and campaigns

Anti-Street Harassment Week, 16th - 22nd April

- Jagori co-organised a campaign “Why Are You Staring?” along with Gurgaon ki Awaaz, Safetipin and the Raahgiri Foundation, with an aim to raise awareness about, and combat street sexual harassment and gender-based violence. It involved a group of women standing at intersections at different locations in Gurgaon, between 5 to 6 pm on 17th, 19th and 21st April 2023, holding up placards with the letters spelling out “Y R U STARING?”. Volunteers passed out pamphlets outlining the issues surrounding street harassment in Gurgaon and what people can do. The volunteers moved out before the light turned green.
- On 4th April, in separate events held at Bawana and Badarpur, 54 women workers joined to raise public awareness about sexual harassment of women on the streets and beyond, by displaying posters, raising slogans, and conversing with passers-by. They were able to reach around 300 persons through these events.
- On 6th April, in two separate events held in Khadar-Delhi and Nanukalan (Pataudi)-Haryana, film screening followed by discussion was attended by 30 women and 4 men, and 55 women respectively, following which a walk on the streets was undertaken, with over 400 people participating.

International Domestic Workers Day, June 16, 2023

Every year, June 16th is observed by the United Nations as International Domestic Workers Day. This was observed in Madanpur Khadar with the felicitation of 16 WDWs with flowers and acknowledgement of their work.

16 Days of Activism to End Violence against Women

- The 16 days of Activism to End Violence against Women is seen as an opportunity to come together in solidarity, spread awareness and highlight various interventions towards ending Gender-based Violence (GBV). This year, Jagori marked the occasion by facilitating sessions at a single women's meet organised by Jagori in Pataudi (30th November 2023); a workshop with adolescent girls at Sonua block, West Singhbhum district, Jharkhand (24-25th November 2023), and a session on POSH organised by the All India Institute of Medical Sciences (AIIMS) in Delhi (6th December 2023).

- The Jagori team participated in solidarity at an event organised by the Canadian High Commission with Sewa Delhi (29th November 2023), and accompanied seventeen girls from its field areas at the Feminist Film Festival 2023 on the theme - 'Beyond Borders' - co-organised with Kriti (*South Asian Women's Day* -30th November 2023).
- On 9th December 2023, Jagori's organised a workshop on '*Kaam ki jagah par yaun utpedan: kaise ho roktham*' (How to prevent and address sexual harassment at the workplace?) at the Indian Social Institute in Delhi. The event marked 10 years since the Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act 2013 (or the POSH Act) came into effect. It was attended by over 180 women workers associated with 6 organisations and collectives and including domestic workers, factory workers, street vendors, home-based workers and construction workers. Facilitator Ridhima Rathi from Martha Farrell Foundation provided participants with factual information on sexual harassment at the workplace and LCs constituted under the POSH Act. Group activities, skits and case stories were used to help them identify various forms of sexual harassment, the needs of aggrieved women and LCs as a potential redress mechanism.

A panel discussion was also held with speakers Anshu Jha (SEWA Delhi), Chinmayee (National Platform for Domestic Workers), Dharmendra Kumar (Janpahal), and Elizabeth Khumallambam (Community for Social Change and Development) on their experiences and efforts to facilitate access to LCs. The workshop resulted in renewed motivation within the Delhi for Domestic Workers Network (co-founded by Jagori in 2020) to articulate the need for better implementation of LCs.



Workshop on Sexual Harassment at Workplace, ISI, Delhi, December 2023

International Women's Day

On 7th March 2024, Jagori organised an International Women's Day program with 61 women and 5 youth from 6 field areas at Balmiki Chaupal, Pataudi. Three short animation films on Gender and VAW produced by Jagori were screened, leading to discussion on the significance of International Women's Day.

Participation in Meetings/Events

Participation in meetings and events convened by other organisations provide opportunities for cross learning, broadening perspectives and collaborations. During the year, Jagori team members attended the following events:

- A day-long convening by IWWAGE (Initiative for What Works to Advance Women and Girls in the Economy) on 5 years of Evidence to Policy at the Imperial Hotel, Delhi on 24th April 2023.
- WNTA's meeting in Delhi on 22nd May 2023 to share a collaborative governance review of the NDA II government.
- A conference organised by the National Hawker Federation in May 2023 at the Constitution Club in Delhi, where issue of displacement of street vendors concomitant with the G20²⁵ was discussed.
- On 25th August, 52 women workers in the unorganised sector from all four communities (20 women from Khadar, 22 women from Tajpur Pahadi and Badarpur and 10 women from Bawana) participated in the launch of the report on occupational health of domestic workers organised by Jagori.
- On 24th and 25th August 2023, Violence Intervention team attended a National Meet on "A Decade since Enactment of Laws on Sexual Harassment and Trafficking: Stocktaking & Exchange" organised by Partners for Law in Development at Habitat Centre, Delhi. Near about 15 organisations, including CSOs, academicians and advocates having experiences in these issues, participated.
- On 12th October 2023, two members of Jagori's team participated in a consultation of the NGO Alliance at Bawana on current issues faced by the community. Seven NGO representatives and an RWA representative took part in the consultation hosted by Nisha Social Welfare Society. On 26th October 2023, at a follow-up meeting hosted by Navjyoti, the Alliance decided to take up the issue of cleanliness in Bawana and to submit a joint complaint letter to the Commissioner, Municipal Corporation of Delhi (MCD) to address the same.
- On 2nd November 2023, Jagori participated in the conference "Shaping Our Cities: Towards Gender Responsive Policy and Practice" by Safetipin at the India Habitat Centre in Delhi.
- On 3rd November 2023, Jagori participated in a workshop organised by Safetipin on "Building Feminist Cities: Towards Inclusive and Sustainable Transport Systems", held at The Park Hotel, Delhi.
- On 6th and 7th November 2023, participated in a 2-day consultation on 30 years of CEDAW organised by NAWO at the Blue Stone Hotel, Delhi.
- On 8th November 2023, participated in a workshop organised by IWWAGE and NITI Aayog on women-led development at the Park Hotel, Delhi.

²⁵ The G20 Summit is an annual meeting of the largest economies in the world. It currently comprises 19 countries and two regional bodies and plays a role in defining governance on all major international economic and other issues.

- On 16th November 2023, participated in a webinar on “Economic Abuse - Hidden In Plain Sight” organised by the Feminist Policy Collective.
- On 29th November 2023, Jagori participated in an event organised by the Canadian High Commission and SEWA Delhi titled “Consultation on POSH Act for Unorganised Workspaces: Empowering Unorganised Women Workers”. The events, attended by about 50 participants, aimed to focus on the significance of the POSH ACT 2013 in amplifying the voices of women workers in the unorganised sector along with legal, government and international perspectives.
- Seventeen girls, including 5 girls from Bawana, 6 from Badarpur and 6 from Khadar, participated in the 4th Beyond Borders Feminist Film Festival (2023) co-organised by Jagori and Kriti Film Club at the India Habitat Centre on 30th November 2023 (South Asian Women’s Day).
- 5th and 6th December 2023, participated in the “National Consultation - Towards Decent Work for Domestic Workers” organised by ILO, at India Habitat Centre, Delhi.
- On 12th December 2023 Lakshmi from Jagori’s field team participated in a seminar by the Institute of Social Sciences, Vasant Kunj on the unpaid work of women workers in the unorganised sector.
- On 29th December 2023, 2 members from Jagori team and 3 girls from Bawana community participated in the National Street Food Festival organised by the National Association of Street Vendors of India at Pragati Maidan.
- Two members of the community team participated in the OBR Day program organised by Azad Foundation on 19th January 2024.
- Jagori was invited by the National Commission for Women (NCW) to join their Foundation Day celebration on 31st January 2024. Two colleagues attended the event along with over 5000 representatives from government, schools, colleges and NGOs.
- Amrita Thakur and Kailash Bhatt attended a conference regarding ESI (Employees State Insurance) for unorganised sector workers, by the Working People’s Coalition on 24th February 2024. This was attended by over 60 workers’ collectives across India.
- Jushya Kumar attended a panel discussion on 5th March 2024 titled “Advancing Women’s Political Empowerment,” organised by the High Commission of Canada in collaboration with the Centre for Women’s Development Studies (CWDS), to commemorate International Women’s Day.
- On 7th March 2024, Jagori was invited by NCW for a programme commemorating International Women’s Day ‘*Tu Bol*’ (You Speak). Two members attended.

Material Production and Outreach

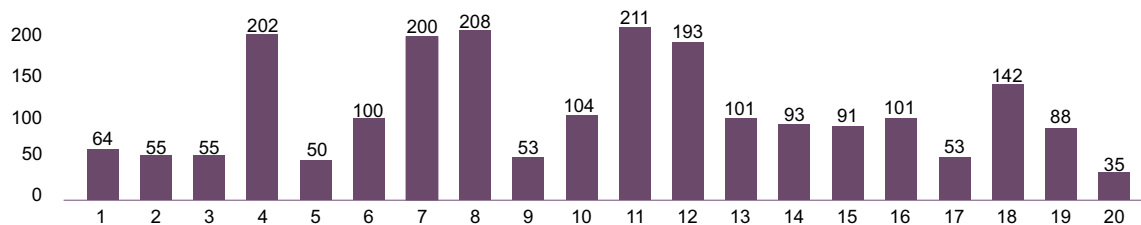
During this period 9,296 copies of various publications were printed/ reprinted. Notable among these were Jagori’s Annual Report 2022-23, ‘Caring Hands, Fragile Health’ – Jagori’s study report on women’s occupational health and well-being in domestic work, re-creation of ‘*Kinaron Par Ugti Pehchan*’ (identities that live on the margins) – Jagori’s pioneering study on the identity and entitlements of single women that was first published in 1996, the report ‘Safety and Mobility Concerns of Women Street Vegetable Vendors in Ranchi City’ and the Jagori planner

in Hindi and English based on the theme of schemes for women workers in the unorganised sector (1200 copies).

Jagori reached out to specific constituencies through these and older publications - 8,657 copies were distributed in Delhi (including all four communities), Haryana, Jharkhand, UP, Bihar and in other states as well.

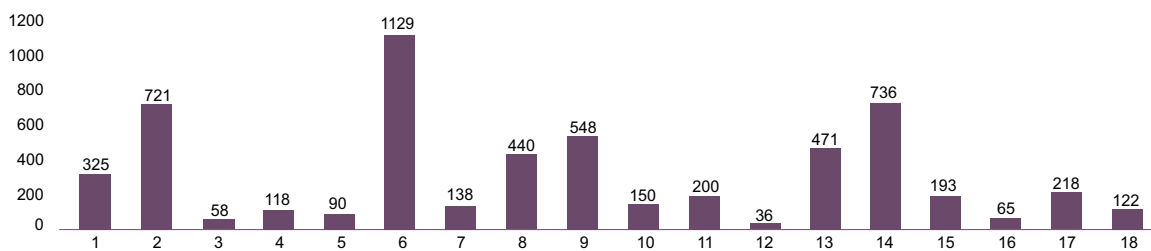
PUBLICATION OUTREACH

Sl. No.	Publication	Qty. (Pcs)	Sl. No.	Publication	Qty. (Pcs)
1	Aao Miljul Gayen (Song Book)	64	11	Pitsatta Kya Hai?	211
2	Ulti Sulti Meeto	55	12	What Is A Girl? What Is A Boy?	193
3	Ulti Sulti Amma	55	13	Understanding Gender	101
4	Kash! Mujhe Kisi Ne Bataya Hota!!	202	14	Exploring Masculinity	93
5	Chalo Khatron Ko Bardan Banayen	50	15	Feminism And Its Relevance In South Asia	91
6	Dhammak Dham	100	16	What Is Patriarchy	101
7	Kishoravastha (4 book set)	200	17	House Work Is Everyone's Work	53
8	Bhala Ye Gender Kya Hai?	208	18	If Only Someone Had Broken The Silence!	142
9	Mard Mardangi Aur Mardwad	53	19	Laughing Matters	88
10	Nariwad Yeh Aakhir Hai Kya?	104	20	Kinaron Per Ugati Pehchan	35



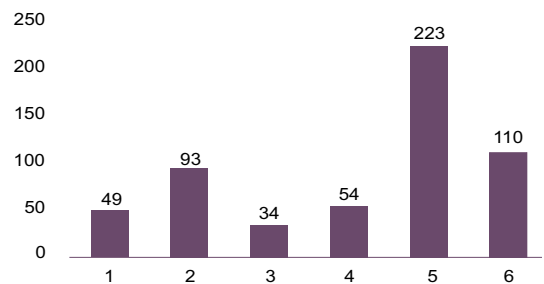
PUBLICATION OUTREACH

Sl. No.	Publication	Qty. (Pcs)	Sl. No.	Publication	Qty. (Pcs)
1	Hinsa Se Pareshan Ho?	325	10	Hindi Summary (Occupational Health Study)	150
2	Notebook (Safarnama)	721	11	Hindi - Women Street Vendors Safety, Ranchi	200
3	Bag (Befikr Rahen, Hum Bhi Chahen)	58	12	Slogans & Poems	36
4	Bag (Mahilao Ne Hath Jutaya Panchayat ki Badli Kaya)	118	13	T-Shirt	471
5	Planner 2023 (English 10pcs + Hindi 80pcs)	90	14	Ribbon	736
6	Planner 2024 (English 500pcs + Hindi 629pcs)	1129	15	Jaipur Dupatta	193
7	Pamphlet (Aage Badho ...)	138	16	Jute Bag	65
8	Pamphlet (Har Gram Sabha Se Pehle Ho Mahila Sabha)	440	17	Poster Poster on Violence against Women	218
9	Pamphlet (Hinsamukt Panchayat Hai Surakshit Panchayat)	548	18	Postcard on Violence against Women	122



PUBLICATION OUTREACH

Sl. No.	Publication	Qty. (Pcs)
1	Caring Hands, Fragile Health: Unravelling Women's Occupational Health & Well-being in Domestic Work	49
2	Safety and Mobility Concerns of Women Street Vegetable Vendors in Ranchi City	93
3	Purushon Ke Saath Gender Karyashala	34
4	Hindi Booklet (Kya Aap Saarvajanik Sthaanon Ko Surakshit Aur Samaveshi Banana Chahte Hain? -Kuch Aasan Tareeke)	54
5	Hum Sabla (On key schemes by the Central and State Governments of Delhi, Haryana and Jharkhand 2021)	223
6	Post Card Haryana (Hinsa Mukht Zindagi, Har Aurat Ka Adhikar Hai)	110



28,957 current users accessed Jagori's website (www.jagori.org) between 1st April 2023 and 31st March 2024, of which 14,375 were new users.

9

The Sangat Project

The Sangat Project is a valuable legacy to the women's movement from the late Kamla Bhasin, Jagori's founder and board member. It aims to promote gender equality and sustainable development, peace and livelihoods, among others, in order to bring about transformational change in the lives of women.

Capacity Building

Local language gender training was initiated under the Sangat project, based on the rising demand from women and men who do not know English but are keen to participate in feminist courses. Through these courses, Jagori reached out to a wider range of persons including grassroots level practitioners and organisations.

The 13th two-week regional course in Hindi on "Gender, Human Rights, Just Governance, Sustainable Development and Women's Empowerment" organised jointly by Jagori and Jagori Grameen, was held from 21st September 2023 to 5th October 2023 at Woodland Hospitality, Himachal Pradesh. Participants comprised 35 women representing 23 organisations from eight Indian states working on issues such as domestic violence, human rights, and violence against women and girls, and one state government representative. Course resource persons included Abha Bhaiya and Sarika Sinha among others. The workshop encouraged participants to reflect on personal experiences; through introspection and critical analysis, they challenged their own perceptions and expanded their understanding of gender, identity, patriarchy, power and social justice. Issues around women's mental and emotional health, well-being and bodily integrity were also covered.



Welcome to Sangat workshop with Dupattas, Ekta, Madurai, September 2023

The 16th Tamil course on “Gender, Governance, Sustainable Development and Women’s Empowerment” was held from 20th to 30th September 2023 at Pallotti Centre, Madurai. This year 26 persons (18 women and 8 men) - comprising staff from various NGOs and students from 2 universities across seven districts in Tamil Nadu and Pondicherry - participated. Experienced resource persons from Tamil Nadu were invited to facilitate. Thought provoking issue based short films and videos were shown to the participants after each day’s session. All the resource persons adopted a participatory methodology, with games and exercises. A field visit was also organised.

Ekta director Bimla Chandrasekar and Jagori director, Jaya Velankar, set the tone recalling Kamla’s²⁶ vision of development from a feminist lens that envisages a new paradigm in development, with people at the centre in harmony with nature. This new vision demands that women and other marginalized groups be empowered to challenge existing paradigms. It also calls for changes in the structures, approaches and actions of all actors and agencies to make them more participatory, decentralized, inclusive and gender-just. The course addressed issues of gender, justice, poverty, sustainable development, peace, democracy and human rights for all. It also facilitated the building of a feminist perspective on ongoing processes of liberalisation, globalisation and peace building, among others.

Campaigns and Networking

Swara Mountain Art Festival

Two members from Jagori attended the Swara Mountain Arts Festival - organised by Jagori Rural Charitable Trust from 11-15th April 2023 in Himachal Pradesh, in solidarity with the One Billion Rising Campaign. The theme was ‘Rise for Freedom’ in line with One Billion Rising’s (OBR) international campaign for 2023. The festival also envisioned inclusion of oft excluded and hidden identities such as persons belonging to minority groups, differently abled persons and queer persons, among others. It aimed to promote their safety, rights and freedom through creative and artistic expression. As a part of this festival, workshops on dance, music and theatre were intertwined creatively with public performances by distinguished artistes with experience in working with marginalized groups. Participants engaged in zine making, face painting, book reading, writing, story-telling as well as sharing from their lives. Two other team members attended a public performance by Shabnam Virmani and Aditi Mangaldas at Mcloedganj, Himachal Pradesh, on 15th April 2023.

Beyond Borders: A Feminist Film Festival

The fourth edition of the feminist film festival ‘Beyond Borders 2023’ was launched on 30th November 2023, to commemorate South Asian Women’s Day, and in solidarity with the global 16 Days of Activism to end Violence against Women. Originating as an online event in 2020 as response to a request from Kamla Bhasin to celebrate the South Asian Women’s day, the festival has evolved to include both physical and virtual screenings since 2022.

²⁶ Kamla Bhasin was a Founder Member and a Member of the Governing Body of Jagori. She was the initiator of SANGAT.



Opening of Feminist Film Festival - Beyond Borders at India Habitat Centre, November 2023

The festival, co-organised by Jagori and Kriti Film Club from 30th November to 4th December 2023 at the India Habitat Centre in Delhi, presented 20 films representing the best of feminist cinema from South Asia. Most shows were followed by enriching Q&A sessions with Delhi-based filmmakers in person and others on zoom. To achieve wider outreach and greater impact, it was followed by online showcase from 16th to 30th December 2023, of 35 films on Kriti Film Club's online portal Doculive.

The hybrid format successfully brought the films to 500+ live audiences and another 3000+ that watched online and 10000+ eyeballs of the festival outreach. The audience profile includes young social science, media and filmmaking students, film buffs, professionals, retired public persons, homemakers and others. Many of these have been watching the festival films since 2020 either online or offline.

National Consultation on Single Women 26th-28th February 2024

Jagori organised a three-day national consultation on single women from 26th to 28th February 2024, at the India International Centre New Delhi. The invitees to the consultation comprised of senior women leaders/ grassroots practitioners working in different states such as Jharkhand,



National Consultation on Single Women, IIC, Delhi, February 2024

Bihar, Maharashtra, Tamil Nadu, Assam, Meghalaya, Nagaland, Karnataka and Delhi. Single women representing marginalised identities including trans women, Dalit women, women with disabilities, sex workers and Muslim women also participated.

The question of single women arose in the 70s and 80s. In 1996, Jagori's qualitative action research project on single women in the slums of Delhi led to a conceptual breakthrough. It combined the building of a new conceptual category of 'single women' in a society that had so far invisibilised them, along with recognition for and strengthening of alternative support structures in their lives. The motto of the conference "Single but not alone" essentially encapsulates the idea of single women who are not powerless but self-sufficient and have agency.

Participants discussed existing policies and programs at the National and State levels, grassroots-level perspectives and challenges faced by single women in different regions, and an action plan to address economic, social, and legal empowerment. The consultation stressed the need for an inclusive definition of single women²⁷ and disaggregated data collection to facilitate freedom from domestic and other forms of violence, property rights and access to government schemes and provisions, among others.



National Consultation on Single Women, IIC, Delhi, February 2024

²⁷ Single women are defined as those who are divorced, widowed, unmarried, deserted, Devadasi, sex workers, Dalit, Adivasi, lesbian, and single trans women. This expanded definition acknowledges the diverse experiences of single women, fostering a more inclusive perspective on their concerns and needs.

10

Enhancing staff competencies

During the year, Jagori aimed to build specific competencies within its team while aligning organisational requirements and individual interests. The following learning opportunities were leveraged by staff members during the year:

- A 2-day hands-on workshop facilitated by resource person Probal Goswami was held on 5th and 6th May 2023 for the Research and Violence Intervention Teams. Participants learned about the application of SPSS software to improve the violence data management system and contribute to new knowledge through research and analysis.



Training on SPSS software for Jagori team, Jagori Shivalic office, Delhi, May 2023

- An interactive session on data formats for efficient reporting, facilitated by Geetha Nambisan (former Director, Jagori) was organised for the training, violence intervention and research teams, at the Jagori office on 31st May 2023.
- On 21st June 2023, two Jagori team members participated in a day's training organised by Safetipin on Building Safe and Inclusive Cities.

- On 4th September 2023, Director of Jagori conducted a session at Zorba, the Buddha for capacity building of counsellors from the Violence Intervention Team. The aim was for participants to upgrade case documentation, leading to sharper insights for intervention and safety planning.
- Three Jagori team members participated in the two-week regional Hindi course on 'Gender, Human rights, Just Governance, Sustainable Development and Women's Empowerment' from 21st September-5th October, held at the Jagori Rural Charitable Trust, Rakkar, Himachal Pradesh.
- A photography workshop was organised by Jagori for all its staff members, on 29th & 30th October 2023. It was facilitated by external resource person Dr. Parvish Pandya. Participants honed their skills of capturing good pictures and videos using the features of their own android phones.
- A workshop on Schemes and Budget Allocations in the Panchayati Raj system was conducted by Dattatray Gurav (subject specialist from the Resource and Support Development Centre) for members of the Jagori team working in Jharkhand, Haryana and Uttar Pradesh.
- A capacity-building workshop on NVivo qualitative analysis software, conducted by Aanchal Modani and Devaki Nambiar from The George Institute at the Jagori office on 8th January 2024; it was attended by the Research Team and select members of the Violence Intervention Team.
- Jagori team attended a screening of the popular Bollywood feature film 'Lapata Ladies' (Lost ladies) on 21st March 2024. This was followed by a lively discussion.



Feminist Counselling Workshop at Zorba The Buddha, Delhi, March 2024

ACKNOWLEDGEMENTS

THE TEAM

Akanksha; Amrita; Bhim; Deepshikha; Hirawati; Ishu; Jayashree; Jushya; Kailash; Khushboo; Laxmi; Madhurima; Mahabir; Meera; Nidhi; Niharica; Nourati; Poonam; Preeti; Purba; Ruhi; Sachin; Sadhana; Sapontara; Sarita; Savita; Shalini; Sourabh; Sunita Thakur, Sunita; Sushma; Tulsi; Usha

ADVISORS, CONSULTANTS AND RESOURCE PERSONS

Advisor: R.K. Sharda

Aanchal Kapoor; Aishwarya Ratna; Anagha Khot; Anita Das; Anupriya; Babita Hembram; Bhim Raskar; Dattatray Gurav; Devika Tulsiani; Elizabeth Khumallambam; Gauri Sudhakar Janvekar; Geetha Nambisan; Kunti Donga; Mamta Banra; Mannat Tipnis; Manorama Mahato; MD Sadique; Meva Bharti; Milind Chavan; Mohan Rao; Najni; Navtej Singh Johar; Neeraj Kumar; Nidhi; Pankaj Kumar; Parvish Pandya; Poonam Vishwakarma; Prabudda Gopal; Prasanna Srinivasan; Praveena Anand; Pulki Nayak; Purabi Paul; Puspa Soy; Reena Mohan; Runu Chakraborty; Salona Aroya; Satish Kumar Singh; Shakeel; Shruti Batra; Sonali Chakraborty; Soutik Banarjee; Stenshile Soren; Sudhir Pal; Sukhmani Lakra; Suman Kumari; Sushma Mahato; Sushmita Pradhan; Tamil Moni; Tapan Pradhan; Taranga Sriraman; Vikash Khandait; Vrinda Grover

FELLOWS

Amit; Durgesh; Hitesh; Naajni; Urmila

Jagori acknowledges:

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

BALANCE SHEET (CONSOLIDATED) AS ON MARCH 31, 2024

JAGORI: NEW DELHI BALANCE SHEET AS AT MARCH 31, 2024

	Schedules	(In Rupees) As at MARCH 31, 2024
Sources of Funds:		
Corpus Fund	A	7,342,604.20
Assets Fund	B	3,950,205.00
Other Funds	C	25,388,865.21
Unutilized Grants (Carried forward to next year)	D	8,481,908.68
Statutory Liability	E	78,468.00
TOTAL		45,242,051.09
Represented By :		
Fixed Assets (At WDV)	F	3,950,205.00
Current Assets, Advances and other Receivables		
Current Assets	G	40,374,110.68
Advances and other Receivables	H	698,239.00
Grants Recoverable	D	219,496.41
TOTAL		45,242,051.09

Significant Accounting Policies and
Notes to Accounts

K

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

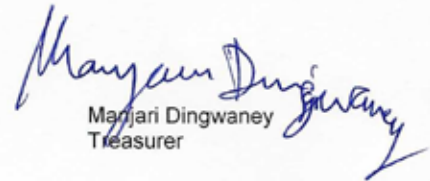
For Aiyar & Co.
Chartered Accountants
Firm Registration No. 001174N

For JAGORI


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




Kalpana Viswanath Basu
Chairperson


Manjari Dingwaney
Treasurer


Jayashree Velankar
Director


Sachin Kochhar
Head-Finance
& Operations

Place : Gurugram
Date : 25 SEP 2024



STATEMENT OF INCOME AND EXPENDITURE (CONSOLIDATED) FOR THE YEAR ENDED MARCH 31, 2024

JAGORI: NEW DELHI STATEMENT OF INCOME AND EXPENDITURE FOR THE YEAR ENDED MARCH 31, 2024

	Schedules	(In Rupees) Year Ended MARCH 31, 2024
INCOME		
Grants receipt transferred to meet project expenditure	D	46,779,818.60
Other Income	H-1	2,446,721.60
Total		49,226,540.20
EXPENDITURE		
Project Expenditure	I	46,779,818.60
Other Expenses	J	1,713,081.27
Income Tax deducted at source	J-1	217,592.00
Total		48,710,491.87
Surplus/(Deficit) carried to Balance Sheet		516,048.33

Significant Accounting Policies and
Notes to Accounts

K


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


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

For JAGORI


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




Kalpana Viswanath Basu
Chairperson


Manjari Dingwani
Treasurer


Jayashree Velankar
Director


Sachin Kochhar
Head- Finance
& Operations

Place : Gurugram
Date 25 SEP 2024

Place : New Delhi



Jagori Executive Committee Members

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

Jagori General Body Members

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

Jagori Founder Members

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

Legal Registration details:

Type of Registration: SOCIETIES REGISTRATION ACT XXI of 1860

Date of Registration: 05-10-1989

Registration Number: S-20427

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

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

PAN Number: AAATJ0303M

FCRA Number: 231650137

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

PARTNERS

NATIONAL PARTNERS

Akanksha Sewasadan, Bihar; Association for Advocacy and Legal Initiatives (AALI) Trust, Uttar Pradesh; Astitva, Uttar Pradesh; Centre for Enquiry Into Health and Allied Themes (CEHAT), Maharashtra; Disha, Uttar Pradesh; Dostanasafar, Bihar; Ekta Resource Centre for Women, Tamil Nadu; Humsafar, Uttar Pradesh; Jagori Rural Charitable Trust (JRCT), Himachal Pradesh; Mahila Kisan Adhikar Manch (MAKAAM); Nari Samata Manch, Maharashtra; National Commission for Women (NCW); North East Network (NEN), Guwahati; One Future Collective, Maharashtra; Rajasthan Mahila Kamgar Union (RMKU) Rajasthan; Resource and Support Centre for Development (RSCD), Maharashtra; STEPS, Women's Development Organisation, Tamil Nadu; Society for Health Alternatives (SAHAJ), Gujarat; Sakhi, Bihar; Samajvadi Jan Parishad, Maharashtra; Sangini, Madhya Pradesh; Sneha, Maharashtra; Swayam, West Bengal; UN Women; Vanangana, Uttar Pradesh; Veshya Anyay Mukti Parishad, Maharashtra; Vimochana, Karnataka; Vishakha, Rajasthan; Visthar Trust, Karnataka; Vividha, Rajasthan

INTERNATIONAL PARTNERS

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

DELHI-NCR

Action India, Aajeevika, Aragami, All India Democratic Women's Association (AIDWA), All India Women's Conference (AIWC), Azad Foundation, Breakthrough, Can Support, CASP PLAN, Centre for Budget and Governance Accountability (CBGA); Centre for Equality and Inclusion (CEQUIN), Chetanalaya, Community for Social Change and Development (CSCD), Delhi Commission for Women (DCW), Delhi Gharelu Kamgar Sangathan (DGKS), Delhi State Legal Services Authority (DSLISA), Department of Women and Child Development Delhi (DWCD), Dhanak, Red Cross Society, Pataudi, Haryana, Empowerment for Rehabilitation Academic and Health (EFRAH), Etasha Society, Focal City Delhi - Women in Informal Employment: Globalizing and Organizing (WIEGO), Freedom, Gyan Ganga, Gharelu Kaamgaar Union, Initiative for What Works to Advance Women and Girls in the Economy (IWWAGE); Impact and Policy Research Institute (IMPRI), Janpahal, Kriti Film Club, Multiple Action Research Group (MARG), Maitri, Martha Farrell Foundation (MFF), Navshrishti, Navjyoti India Foundation, Nazariya, Nirmala Niketan, Nikore Associates, Noble Cause, Nirantar, Nisha Social Welfare Society, Partners in Law and Development (PLD), Raahgiri Foundation, Safetipin, Sama, Samarthiyam, Sangrami, Satark Nagrik Sangthan, SEWA Delhi, Shakti Shalini, Shehri Mahila Kamgar Union (SMKU), Special Police Unit for Women and Children (SPUWAC), Talking About Reproductive and Sexual Health Issues (TARSHI), The Urban Catalysts, The Alternate Space, Delhi; The George Institute for Global Health (TGI); Voluntary Action Network India (VANI), Young Women's Christian Association (YWCA)

JHARKHAND

All India Women's Hawkers Federation (AIWHF), Asra, Badlao Foundation, Ekjut, Karra Society, Lahanti, Manthan Yuva Sansthan, Multi Art Association, Prerana Bharati, Sarwo, Shramajivi Mahila Samity (SMS), Vikas Sahyog Kendra, Yuva

NETWORKS AND FORUMS

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

ACADEMIC INSTITUTIONS

Ambedkar University, Delhi; Indian Association for Women's Studies (IAWS), Jindal Global Law School, Sonapat, Ranchi University

INTERNAL COMPLAINTS COMMITTEE

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

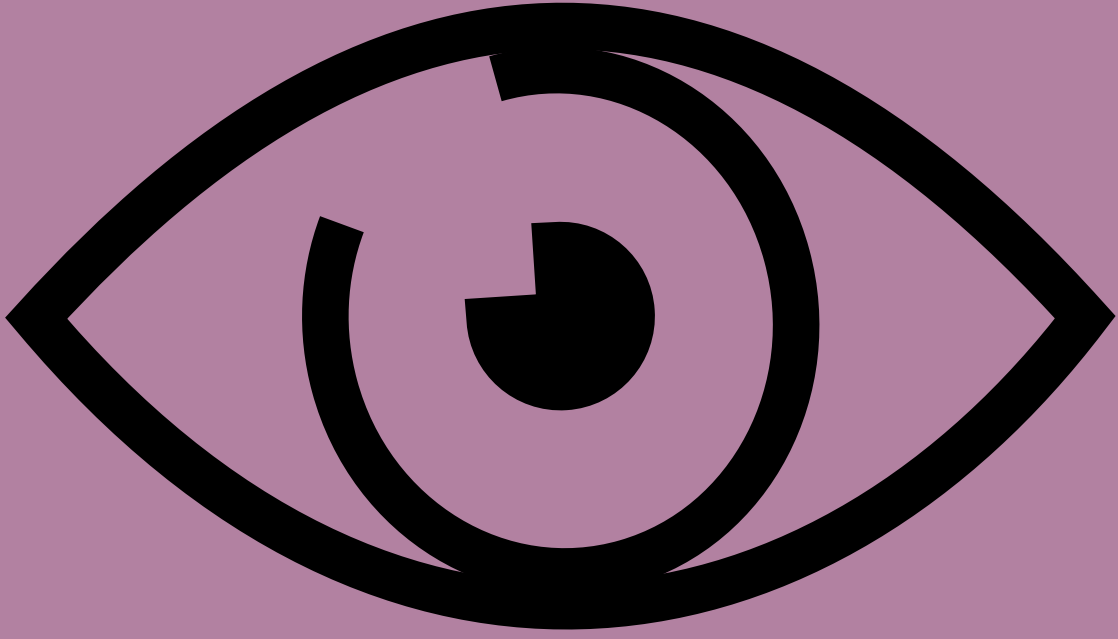
INSTITUTIONAL DONORS

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



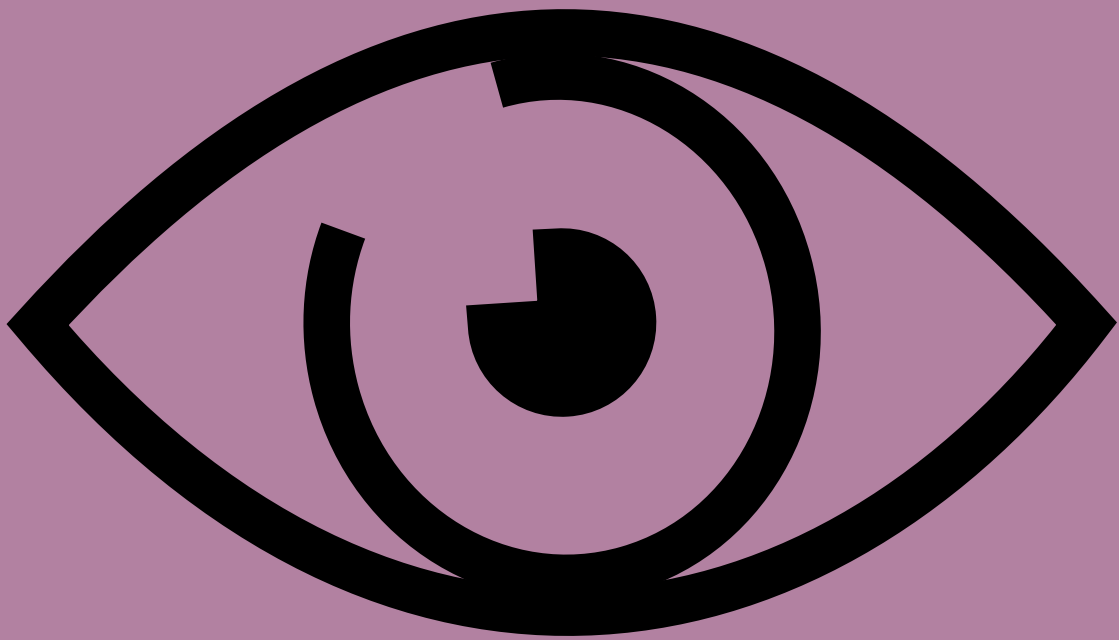
Jagori:Pause and Reflection meeting, Delhi, October 2023

LOOKING AT THE WORLD



THROUGH WOMEN'S EYES

औरतों की नज़रों से



दुनिया देखें



Women's Training
Documentation and
Communication Centre

B114, Shivalik, Malviya Nagar, New Delhi 110017

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

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

Email: jagori@jagori.org

Website: www.jagori.org; www.safedelhi.in; www.livingfeminisms.org

annual report 2023-24

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.