



Institute of Social Studies Trust
Annual Report 07-08

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Annual Report, 2007-08



INSTITUTE OF SOCIAL STUDIES TRUST

The Institute of Social Studies Trust (ISST), a non-profit, non-governmental organisation, was set up in 1964 as a Society and was registered as a Trust in 1980. ISST's overall aim is research for social change with focus on work and well-being from a gender perspective. In recognition of its work, ISST has been conferred NGO Consultative Status (II) by the United Nations.

ISST attempts to bridge the gaps between research, action and policy debate, believing that academic research can provide valuable inputs into grassroots activism and policy debate, but equally that activist experience and policy concerns need to influence the directions of research. ISST, thus, positions itself at the interface between research, action and policy.

The main office of ISST is located at the India Habitat Centre in New Delhi. ISST has a Community Centre in East Delhi and a branch office in Bangalore.

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FROM THE CHAIRMAN'S DESK

ISST is nearly three decades old, and I have been associated with it for nearly 20 years. During this period I have been witness to the evolution of the Institute and its activities, the challenges it faced and how it has grown to become an organisation widely recognised and regarded as an important centre for research and active engagement on issues of development and change from a gender perspective.

It has played an important role in highlighting the 'invisibility' of women's role in economic and social change, focusing research on critical assessment of the content and impact of development schemes on women, and articulating the importance of giving them wider representation and voice in planning and more generally in governance. Striking an appropriate balance and along with vicissitudes, the Institute has succeeded in building a compact, though small, but competent and dedicated team of professionals.

Funding has been a major constraint throughout. Thanks to donations, the institute is now housed in excellent premises of its own both in Delhi and Bangalore equipped with a good reference library and computing facilities, and also built a modest corpus fund. But all its continuing activities have depended almost wholly on sponsored projects, most of which are small studies for assessing impact of various development schemes from a gender perspective, and numerous micro level studies of women's work and livelihood. ISST is also recognised by international organisations as a resource centre on gender issues. Some of them have chosen it as the principal centre and coordinator of relatively large multi year, multi country research on broad themes. But uncertainty about the scale and flow of projects remains. Efforts to obtain donations for the corpus and recurring grants to permit sustained research on thrust areas of interest to the Institute have met with little success.

The Institute has persisted in its efforts to fit projects into well defined thrust areas of long term interest, and to explore the possibilities of getting multi-year funding for projects on selected themes. There are promising indications of donors' willingness to consider such proposals. Despite constraints of staff and resources, the Institute has continued to actively participate in policy advocacy; maintain close interactions with grassroots organisations; and sustain a modest but vibrant community level action programme.

All this would not be possible but for the motivation, commitment and dedication of the Director and her team. The board of Trustees, and I personally, deeply appreciate their achievement and assure them of our support and warm good wishes for continued growth in the years ahead.

A. Vaidyanathan



FROM THE DIRECTOR'S DESK

The success of ISST's endeavour to undertake research that strengthens policy that empowers the poor, especially women, depends on its 'wider impacts'—its ability to influence those who design policy and those who are engaged in action programmes. However difficult it might be to measure, making an impact is paramount.

This goal has been central to ISST's work in the last year. We have had projects directed at the difficult task of quantifying the impact of field level developmental interventions in a rapidly changing economic and social context. At an institutional level, we have tried to develop the Community Centre Programme with a view to focusing on the 'most useful' activities. And our policy briefs and publications have provided an opportunity for the consolidation of project based findings so as to articulate their key messages.

One vital message that ISST has sought to convey through various forums is the necessity of examining the micro level effects of policy. In a country of tremendous diversity, macro analysis, though useful and interesting, misses certain nuances. It is our contention, for example, that programmes seeking to enhance women's well-being through work must be differentiated in design, not just decentralized in implementation. The corresponding framework of national policy must allow and enable diversity, recognizing the diverse outcomes that play out in the field.

But just as systemic, mathematical analysis must keep track of the felt well-being of ordinary people, so advocacy for the people is easier with numbers to make the point. Field based research and small surveys can rarely if ever generate representative data—although they may well throw light on real life complexities and recurring issues and concerns. For ISST, striking a balance between the data based methods of economic analysis and the case study approach of sociology has not been easy. We are grateful to our grassroot partners who have enabled us to obtain insights from field experience. We hope, too, that the rich learning from each individual study will contribute to the larger debates and to policy thinking on work and well-being concerns.

Ultimately, ISST continues to be motivated by the desire to triangulate action, policy, and research. Our choice of subject areas, our multi-disciplinary research methods and our partnerships with activist agencies are all to this end.

As always, we are grateful to our sponsors and well-wishers for supporting and encouraging our efforts.

Ratna M. Sudarshan
New Delhi



ISST Team

PROJECTS

April 1, 2007—March 31, 2008

Completed Projects

Project Title	Sponsoring Agency	Date of Commencement	Date of Completion
Gender and Work			
National Evaluation of the STEP Programme	Ministry of Women and Child Development, GoI	July 2006	May 2007
Women and the NREGA: Implication for Migration, Decent Work and Gender	ILO	June 2006	June 2007
Employment, Informality and Poverty: Comparative Research in China and India: Study Visit to India	IDRC	December 2006	June 2007
Gender and Development			
Preparation of an Issue Brief on Gender Mainstreaming in NREGS	UNDP, India	September 2007	October 2007
Towards Inclusive Development: from Identification to Intervention	UNDP, India	October 2007	December 2007
Progress of South Asian Women 2007	UNIFEM	March 2007	January 2008
Informal Meeting of Feminist Economists Group	IDRC	July 2007	January 2008

On-going Activities

Research			
Revisiting Education for All	IDRC	April 2006	September 2008
Health Needs of Beedi Workers in Murshidabad District	Sewa Bharat, New Delhi	November 2007	August 2008
Urban Poor Livelihoods in the National Capital Region: Emerging Trends	Sir Dorabji Tata Trust	January 2008	November 2009
Evaluations/Impact Assessment Studies			
Impact Assessment of Doosra Dashak (3 blocks)	Sir Dorabji Tata Trust and Foundation for Education and Development (FED)	April 2007	April 2009
Evaluation of STEP Projects Implemented by H.P. State Handloom and Handicrafts Cooperative Federation Ltd., Kullu (Phase I & II)	Ministry of Women and Child Development, Government of India	January 2008	June 2008
Impact Assessment of Training to Empower Adolescent Girls as Future Leaders and Trainers	Sewa Academy, Ahmedabad	March 2008	May 2010
Workshops			
Dissemination Workshops with Home Net India	UNIFEM	December 2007	May 2008
Gender Policy Forum	India Habitat Centre and ISST		
Community Outreach Programme			
Community Outreach Programme	National Foundation for India; Habitat Learning Centre; ISST	November 2007 (NFI)	October 2008 (NFI)

COMPLETED PROJECTS

1 National Evaluation of Support for Training and Employment Programme (STEP)

ISST was commissioned by the Ministry of Women and Child Development, Government of India to evaluate the STEP programme. STEP was initiated in the Seventh Plan by the then Department of Women and Child Development as a centrally sponsored programme, which emphasized the critical need to increase and improve employment opportunities for women. The programme was intended to make an impact on the sectors identified, by enabling a critical mass of women to begin to play a more prominent



(STEP Workshop in progress)

■ Some KEY FINDINGS include the following:

- ✓ STEP projects reach poor women, but have usually found it difficult to reach out to the poorest women. With its stress on self employment, access to credit for purchasing assets is critical, and those with no collateral are only partially supported through STEP subsidies. The ISST study argues that there is need to encourage wage employment as well as self employment.
- ✓ The most successful intervention has been in dairying, where large numbers of women have been organized into co-operatives. It is to be noted that there are large variations in earnings in this sector; the activity is not ecologically desirable in all locations; and consumption of milk by children appears to have fallen. For these reasons, continued support for dairying and expansion to new areas needs to be done with care and only after careful assessment.
- ✓ One time training over 2-3 days does not leave much of a mark although it is more successful in the purely technical front and much less so on the 'softer' areas—gender sensitization, legal literacy, health awareness, etc. Sustained support is needed: to the women beneficiaries from the implementing organization, and to these organizations from the MWCD or its designated agencies.
- ✓ Support services were not being regularly provided.
- ✓ Even though STEP is a programme for women, it is extremely important to involve men from the outset to ensure that women have their support subsequently.
- ✓ Administrative bottlenecks have led to various difficulties faced by implementing institutions including delays in disbursement, phasing problems, delays in concurrent evaluation, etc. and there is need to develop ways of close but timely monitoring and evaluation.

Ministry of Women and Child Development, Government of India has commissioned this evaluation.

role in these sectors. The evaluation was carried out by holding interviews with a sample of beneficiaries and implementing agencies from seven states. States were selected so as to include those which had received substantial amounts of STEP funding, and to include different geographical regions. Relevant documents and available evaluations have been studied. A seminar was organized by the Institute of Social Studies Trust on May 9, 2007 in New Delhi to present the draft report and obtain suggestions from concerned agencies and government departments. Based on the study, ISST submitted its suggestions for re-designing the programme to the MWCD.

2 Women and the NREGA: Implication for Migration, Decent Work and Gender

This study has been carried out in selected sites in Orissa and Rajasthan, where the NREGA (National Rural Employment Guarantee Act) has been implemented since the start of the programme. It seeks to understand the interaction between the NREGA, local development, decent work and migration with special focus on gender concerns. The study also queried related decent work elements including skills and occupational health and safety concerns. Capacity building through discussions and workshops has been another objective of this project.

A number of suggestions have been made on how the scheme could make greater impact on local development and worker well-being. Concern with processes of wage fixation continues, apart from the implementation aspects.

The study was carried out by the ISST researchers from Delhi and Bangalore in partnership with Doosra Dashak, Rajasthan and Team for Human Resource Education and Action for Development (THREAD), Orissa.

ILO, New Delhi has sponsored this project



NREGA Worksite in Rajasthan

■ Some HIGHLIGHTS

- ✓ The context of the study areas reveals that poor households are characterized both by recourse to multiple types of work depending on what is available, and also by work in multiple locations. Thus commuting and migration are widespread, almost universal, livelihood strategies. The impact of the NREGA on slowing down such migration will be revealed over time if it leads to the creation of (collective) durable assets which set in motion a process of sustainable local development, as the impact on private savings is likely to be small.
- ✓ In Abu Road, Rajasthan, around 88% of the sampled households (1251 households) reported participation in the NREGA. The corresponding number in Sundargarh is 38% (1412 households). Participation of women measured as a percentage of all those who reported working on NREGA sites was much higher in Rajasthan (56% overall, 70% of those who completed 100 days, compared to 31% in Orissa). Between half to two thirds of respondents in various locations said that the earnings from the NREGA have gone to meeting food and basic needs.
- ✓ Worksite facilities were minimal, in particular crèches were not found, so that care responsibilities got distributed especially among husbands and older daughters.
- ✓ ISST hopes to continue tracking the progress of the programme in these areas.

3 Employment, Informality and Poverty: Comparative Research in China and India: Study Visit to India

This project sought to facilitate dialogue and intellectual exchange between Chinese and Indian participants through the conduct of a study tour in India and a workshop in Harvard. Other objectives included establishing a network of Chinese and Indian scholars and practitioners, including young researchers, for the development of research capacity and policy advice on the informal country and to develop a research proposal for future collaborative work between Chinese and Indian researchers/research institutions.

ISST in partnership with the National Council for Applied Economic Research (NCAER), Self Employed Women's Association (SEWA) and Gujarat Institute for Development Research (GIDR) organized a study tour for a group of Chinese academics and officials around the theme 'Employment, Poverty and Informality: India and China' with a focus on informal employment and institutional environments between 3 – 11 February 2007. The Chinese group also paid a short visit to SEWA in Ahmedabad during this period. The project supported the participation of researchers from India at a Research Design Workshop held at Harvard University from March 31–April 4, 2007 to plan the proposed project in consultation with outside resource persons. It supported the visit of Dr N.S. Sastry and Dr Jeemol Unni from the Indian team to China to Fudan University and the National Statistics Bureau in Beijing.

The project was coordinated by ISST.

IDRC, Canada has supported this project.

4 Issue Brief on Gender Mainstreaming in NREGS

ISST has prepared a short issue brief on gender mainstreaming in National Rural Employment Guarantee Act. Along with a discussion of gender mainstreaming, the brief highlights key gender concerns, issues to be kept in mind, lessons learned, monitoring indicators and initiatives taken by the Government of India. The brief is targeted at policy makers, donors and implementing agencies.

Supported by UNDP, India.

5 Towards Inclusive Development: "Ensuring Inclusiveness from the Gender Perspective in the UNDP Country Programme for India (2008–2012)"

ISST prepared a scoping paper on the situation of women and prevailing challenges in UNDAF states, as a part of a larger advocacy report on ensuring inclusiveness through appropriate policies and programmes. The report discusses the states of Bihar, Chattisgarh, Jharkhand, Madhya Pradesh, Orissa, Rajasthan and Uttar Pradesh, and was prepared on the basis of desk reviews of existing studies and data.

The project was supported by UNDP, India.

6 Progress of South Asian Women 2005–2007

ISST has prepared a comprehensive analytical report on progress of South Asian Women in the critical areas of concern identified in the Beijing Platform for Action. The report briefly illustrates the status of women and their progress in the context of changing economic scenarios and social policies in eight South-Asian countries. It delineates the strides made and the challenges that persist in relation to the advancement of women, particularly in relation to economic and political empowerment of women, violence against women, disaster preparedness, health and education, which had been flagged as priorities at the previous Ministerial meeting held in Islamabad in 2005. The report was officially released during the sixth South-Asia Ministerial Meeting Commemorating Beijing held in New Delhi in January 2008.

UNIFEM, South-Asia Regional Office, has supported this study.

7 Meeting of Feminist Economists

The Group of Feminist Economists was set up by the Planning Commission to offer inputs on engendering the Eleventh Plan approach and plan. ISST coordinated informal meetings of the group to support the preparation of a presentation made to the Planning Commission and to discuss available draft chapters of the Plan, in July and August 2007.

The project was sponsored by IDRC, Canada.



Women displaying carpets made by them at Nalda, Himachal

ON-GOING ACTIVITIES

Research Projects

1 Revisiting Education for All

This study 'Revisiting Education for All' seeks to capture the changes in the delivery of elementary education among India's disadvantaged children in the states of Bihar, Chattisgarh, Himachal Pradesh, Jharkhand, Madhya Pradesh, Uttaranchal, Rajasthan, and Uttar Pradesh over the last ten years. The study also intends to do a citizens' report on the current state of primary education in these states. Preliminary findings from the project were presented in a workshop on 25th February at India Habitat Centre.

International Development Research Centre, Canada is supporting this study.



Workshop on 'Revisiting Education for All'

2 Health Needs of *Beedi* Workers in Murshidabad District

ISST in partnership with SEWA Bharat is conducting a study on the health needs of *beedi* workers in Murshidabad district in West Bengal. The area has a high prevalence of water borne disease, respiratory tract



Discussions with girls in a Rajasthan village

infections, and arsenic-related illness. Most tubewells are clogged with sewage and contaminated water. Awareness levels are generally low amongst women and their families regarding primary care and preventive methods.

Public health services are difficult to access and even when centres are open, they are often unable to provide quality care. Building on their organizing and microfinance activities, SEWA Bharat is initiating a health and sanitation



intervention in one of the *panchayats* of the district. SEWA's health programme will reach approximately 22,000 community members. To assess basic health and water needs, SEWA Bharat has asked ISST to design a baseline study to inform the programme design.

Sponsored by SEWA Bharat.

3 Urban Poor Livelihoods in the National Capital Region: Emerging Trends

ISST has initiated a study in the National Capital Region (NCR), Delhi broadly on livelihood issues of the urban poor in the context of growth trends, regional planning and work opportunities encouraging migration. The study proposes to analyze current and emerging employment opportunities, and quality of employment with special attention to obtaining a gendered understanding with focus on informal work for the poor and migrated population outside the traditional networks. The study will closely look at a sector within informal care economy i.e. domestic work, and a sector that is continuously growing to offer employment opportunities i.e. IT-enabled services. It is expected that findings from the proposed studies will lead to action and policy interventions that would directly benefit the group of workers studied and indirectly contribute to a more pro-poor and growth oriented policy and planning in the NCR.

Supported by Sir Dorabji Tata Trust, Mumbai.



Meeting with women in a village in Rajasthan

Evaluations/Impact Assessment Studies

1 Impact Assessment of Doosra Dashak Programme

ISST has conducted a baseline survey of the Doosra Dashak Programme in three blocks in Rajasthan, sponsored by Sir Dorabjee Tata Trust, Mumbai. A report on the findings has been submitted and includes information on education, health, youth, community participation, people's rights and public institutions, and livelihood

Looking AHEAD

In the coming year, we expect the core area of ISST research to be around issues of migration and changing work opportunities, both in the urban National Capital Region and in selected villages where the NREGA is being implemented. Implications for social protection, conditions of work, and opportunities for action or policy support will be developed.

ISST also expects to build up a strong team able to carry out field based assessments of grassroots interventions with the view of supporting and strengthening such initiatives, and to consolidate these findings in order to understand the strength and enabling circumstances of civil society intervention.

issues. Village studies and an end line study will be carried out over two years to explain the nature of the intervention and the kinds of impacts that are observable over a 2-3 year period.

Sponsored by Sir Dorabji Tata Trust, Mumbai and Foundation for Education and Development (FED), Jaipur.

2 Evaluation of STEP Projects in Himachal Pradesh

ISST has been commissioned to evaluate a carpet weaving project under the Support to Training and Employment Programme for Women (STEP) programme, being implemented by H.P. State Handloom and Handicrafts Cooperative Federation Ltd., Kullu. The proposed concurrent evaluation, on behalf of Ministry of Women and Child Development, will assess whether the project has been implemented as per the STEP guidelines and its impact on the handicrafts sector in Himachal Pradesh in general and on women beneficiaries in particular.

The Project is sponsored by the Ministry of Women and Child Development, Govt. of India.



Dr. Radhika Chopra speaking in Gender Policy Forum

3 Empowering Adolescent Girls as Future Leaders and Trainers

ISST is undertaking an impact assessment study for SEWA Academy, Ahmedabad, for a training programme on empowering adolescent girls as future leaders and trainers. The study will assess the impacts of the trainings being imparted to the selected group of adolescent girls of Ahmedabad city. The study consists of two phases—baseline and end line. The end line study will be carried out after one and a half years.

Sponsored by SEWA Academy, Ahmedabad.

Workshops

1 State Level Dissemination Workshops with Home-based Workers

ISST had undertaken a study on the needs and vulnerabilities of home-based women workers in selected sectors in the states of Bihar, Punjab, and Uttar Pradesh in partnership with HomeNet India, completed in December 2006. The proposed workshops will enable dissemination of the main findings to stakeholders and to strengthen the dialogue and advocacy work of HomeNet India. The workshops will be held in Patiala, Punjab; Lucknow, Uttar Pradesh; and Patna, Bihar. It is planned to screen the short film made for the study as well as presenting the main findings of the study.

The initiative is supported by UNIFEM, New Delhi.

2 The ISST-IHC Gender Policy Forum

Initiated in the year 2003 with the objective of encouraging debate and dialogue in an open forum, this initiative continued over the last year with three meetings being organized in 2007-2008.

25 April, 2007: In the tenth session in the series of Gender Policy Forum talks, Dr. Shalini Grover, post-doctoral fellow from Institute of Economic Growth, Delhi made a presentation 'Marital Discord and Public Forums: Women's Arbitration Court in New Delhi' from her doctoral thesis at

University of Sussex, UK. The session was chaired by Prof. Patricia Uberoi, Institute of Economic Growth. Ms. Bulbul Das, Advocate, The Supreme Court of India, was a discussant.

10 October 2007: Dr. Nilima Chitgopekar, Associate Professor, Department of History, Jesus and Mary College, Delhi University presented a review of the varying forms, depictions and manifestations of the goddess 'Durga' through her study of ancient Hindu scripts and texts. Ms. Ratna Sudarshan, Director of ISST, discussed the value of incorporating religion into

studies pertaining to women's work and time use in India.

25 February 2008: In the twelfth session in the series of talks under the Gender Policy Discussion Forum, Dr. Radhika Chopra, Reader, Department of Sociology, University of Delhi spoke on "New Age Gender: Masculinity and Gender in the 21st Century". The presentation was followed by a lively discussion on the topic.

The Gender Policy Forum is jointly sponsored by India Habitat Centre and ISST.



Women dressed in traditional Spitian attire, Himachal

COMMUNITY OUTREACH PROGRAMME

ISST's Community Outreach Programme in East Delhi is now seven years old. During this period ISST has established a friendly relationship with residents of several slum communities and resettlement colonies particularly in Sonia Camp, Nehru Camp and West Vinod Nagar. In the last two years, ISST has extended its activities to Kalyanpuri, another low-income locality in East Delhi. The community outreach programme was coordinated from the Community Centre at West Vinod Nagar and SAATHI Centre located at Kalyanpuri Police Station over the year 2007-08. From April 2008, the two will be merged and all activities coordinated from the SAATHI Centre.

Activities at the ISST Community Centre

Computer Training Programme: This popular programme was provided at both centres. A six month long basic computer education module developed by Habitat Learning Centre is followed. The course is now being taught by former students of the centre.

English Speaking and Personality Development Programme: This programme was begun as a response to the expressed needs of adolescents in the community.

The curriculum for the programme has been designed to address important areas of social interaction, such as introducing oneself, engaging in telephone conversations, understanding body language and proper grammar and pronunciation. The community centre has a library of books and CDs acquired from a range of sources. Children are encouraged to borrow books from the library. Educational films are screened once in a week in the centre.

Workshops on Creative Activities: During the year ISST organized several workshops to help children in learning something new and interesting, which would increase their knowledge on contemporary social issues and enhance creativity. ISST Community Centre with help from Mr. Lakhinder Nayak, Mr. Tarun Bose and Mr. Sharad Sharma of World Comics India, Delhi carried out a six-day workshop with the children between 19 and 24 May to develop their interest in comic strips, which can be used to express concerns for our society. More than 50 children joined the workshop on the first day and 22 of them remained for the entire workshop and passionately participated in this creative endeavour. At the end of the workshop 44 wall poster comics on a range of issues were displayed.

Technology, Talent, and Trajectory

In order to understand the ways in which children have used the computer training given at ISST, we tried to trace those who had taken the course in 2004-05. Out of 50 students, 31 could be contacted, 22 boys and 9 girls. Of these, 18 are still full time students and 9 are both working and studying. Out of the 12 who are working, 9 are boys, and 6 of the 9 use computers at work. None of the girls is so far in a job using computers. However, the majority of the children felt that the opening up of new job opportunities was the major benefit of the computer course. For most children from the *jhuggi-jhopri* clusters, the SAATHI centre is the only place where they are able to access computers, and many of them still come to the centre for this purpose. All but one felt that the ISST training had been satisfactory.

A session on basics of drawing and sketching was conducted by Mr. Mahesh Chander on January 18, 2008. A two day workshop on making Greeting Cards was organized on 28th and 29th January 2008.

A bookbinding workshop was held at ISST community centre, where Shaan-e-Alam, a 14 year old companion of ISST community centre who belongs to a traditional bookbinding family (,) explained the whole process of book binding in front of 23 young friends at the centre. The whole workshop was carried out in an interactive and

cooperative manner. All the participants completed the process of binding a book in the workshop.

Discussion group: To make learning more interesting, a discussion group has been formed at ISST Community Centre. Topics are suggested by the children. Often, a facilitator is invited to moderate the discussion group. During the past one year, discussions were held on Right to Information (RTI); difference between material pleasure and happiness; family and relationships; honesty, courage and personality, to name a few. The discussion on



Comics created by the children at ISST Community Centre on a display

RTI focused on the RTI Act as a tool in the hands of citizens in a democratic milieu. In other discussions, children presented examples showing the power of truth and finally developed a method to practice honesty in life. In the discussion on courage, the children tried to develop a definition of courage and differentiated courage from revenge and violence.

Nakshatra—the theatre group: ISST's well established theatre group, popularly called Nakshatra, was invited to perform by the Habitat Learning Centre in their Sixth Anniversary Celebrations. Fourteen children of the group staged a play 'Andha Kaun'. Nakshatra was also invited at the youth week by the Indian Institute of Technology, Delhi. Training was given at a theatre workshop conducted by Rohit Tripathi from National School of Drama in October 2007. The weeklong workshop helped the members of Nakshatra to be more innovative and experimental.

Mainstreaming children into the formal education system: ISST field educators have been encouraging parents in the community to enroll children in schools run by the Municipal Corporation of Delhi (MCD). Despite increasing enrollment rates, dropout from these primary schools remains alarmingly high.

Community centre staff sought to probe this issue through visits to the schools and interaction with teachers, children and parents. In partnership with JOSH, a youth group, it is planned to undertake an action research study on the delivery and quality of education in MCD schools and to understand and critically analyze the role of the different stakeholders, viz. government, school authorities, teachers, parents, and students. The action research will cover six schools, in the area of Kalyanpuri, Vinod Nagar and Trilokpuri. Relevant information was obtained through an application under the Right to Information Act, requesting details from the MCD on the functioning of the Parent Teachers Associations and teachers' training, the planned budget for MCD primary schools for the year 2007-08 and 2008-09 and a list of guidelines for functioning of PTAs.

Empowering out of school adolescents through life skill education programme: ISST, with the Modi Care Foundation, will be organizing a Life Skill workshop with adolescent participants at SAATHI Centre. The workshop is expected to produce master trainers in the community who would work in their neighbourhood and train the peer educators.

■ ISST Welfare FUND

It had been decided at the Board of Trustees meeting in 2006 that the erstwhile 'Staff Welfare Fund' would be re-designated as the 'Welfare Fund' and the interest accumulated each year would be utilized for the benefit of children from the community centre. The board suggested that the fund could be used for life skills training of children. The first life skill training was held at Jaipur from 30 March to 1 April 2007.

Sandhan (an NGO working in Jaipur) invited the children from ISST community centre to attend a Life Skills workshop. Fourteen adolescents and three staff members attended the three day workshop. This was a wonderful opportunity for these children to travel outside Delhi and gain exposure to other areas. The workshop addressed social skills, emotional strength, negotiation skills, and how to combat violence, all through role playing. Participants also engaged in discussions on topics such as happiness, responsibility, motivation and health, including misconceptions about HIV/AIDS.

The group of adolescents who travelled to Jaipur came back so energised that they decided to hold another workshop during the Summer Camp with the children who were unable to attend the one in Jaipur. The response to the Life Skills workshop conducted at the SAATHI centre by these fourteen children is worth noting, and participation was commendable.

Bachpan: This programme was begun as a response to the needs of young children in the community. The prime objective of the programme is to provide a nurturing environment for these children and to shape their attitudes, behaviours, values, practices, standards, and language abilities using a holistic approach to child development. A module has been developed by the Bachpan Programme for identifying comprehension levels and required interventions to improve comprehension. Various activities to increase concentration and motivation among children have been initiated. A Bal Mela 'Maksad' was organised on 14th November 2007 to celebrate Children's Day. The children participated in different events like computer quizzes, cricket match, *rangoli* and *mehndi* competitions, songs and street plays.

Promotion and facilitation of savings among residents of Indira Camp, Kalyanpuri: During a discussion with the residents of Indira Camp in Kalyanpuri, the ISST field workers spoke on the importance of savings. The residents were encouraged to utilize the savings account services at the nearest branch of a Nationalised Bank. However, as the residents faced several difficulties in opening bank accounts, a camp was organized at the SAATHI centre on the 10th of January 2008 for the residents of Kalyanpuri. More than 30 application forms were filled out and 16 accounts opened on that day at a nearby branch of the State Bank of India. More such camps are expected to be held to facilitate the opening of bank accounts.

Public Distribution System (PDS) and Right to Information (RTI) Act: For several years now, ISST has been working for betterment of the Public Distribution System in some areas of East Delhi like Sonia Camp, Nehru Camp, West Vinod Nagar, and Kalyanpuri. ISST recorded people's needs and problems with regard to the Public Distribution System. ISST motivated and assisted the people with the use of the RTI to enquire about ration quota, prices and various other information about PDS in the area. People were also assisted with the application process for getting a new ration card. In addition ISST has produced posters and pamphlets to generate awareness about both PDS and RTI.

ISST's outreach programme is supported by The National Foundation for India, Habitat Learning Centre, India Habitat Centre, and ISST.

Acknowledgements

We are grateful to the friends and colleagues who have supported the efforts of the community centre in the last year through assistance in cash or kind, or as volunteers.



Children at ISST community centre participating in a comics workshop

Special thanks to Dr Ashok Gulati for contributing six computers to the community centre; and to Ms. Suchi Pande, Mr. Lakhinder Nayak, Mr. Tarun Bose, Mr. Sharad Sharma, Shaan-e-Alam, Mr. Mahesh Chander and Mr Rohit Tripathy.

Contributions to ISST are exempted from tax under Section 80 G of the Income Tax Act.

Documentation and Library Resources

The ISST library and documentation centre was started in 1984 with the aim of providing information and documentation support to scholars, researchers, planners, and development agencies. Additions to the library are in accordance with on-going research priorities. The library is open to all and ISST offers a bibliography search service.



OTHER ACTIVITIES

ISST Discussion Forum

The discussion group met on a few Saturdays with lively debate and discussion around the issues of secularism, gender and culture.

■ NGO Special Consultative Status (1996) with UN-ECOSOC

The Institute of Social Studies Trust is an NGO with Special Consultative Status with the UN-ECOSOC. ISST's representatives at New York include Ms Suchitra Mohan and Dr Jaskiran Mathur. Ms Sunanda Krishnamurthy represents ISST at Geneva. A quadrennial report has been submitted for the period 2003–07 and is available at <http://www.isst-india.org/PDF/Quadrennial%20Report%202008%20ISST.pdf>

Jaskiran Mathur represented ISST at the 60th Annual DPI/NGO Conference on Climate Change, New York, September 5,7, 2007.

Advisory Positions

ISST is a member of the Central Advisory Committee for the Equal Remuneration Act, 1976. Currently, Jyotsna Sivaramayya represents ISST on this committee.

Ratna M. Sudarshan

- Member, Ethics Committee, Public Report on Health, Council for Social Development, New Delhi;
- Member, Research Advisory Committee, India Programme of Research on Human Development 2003–07, National Council of Applied Economic Research, New Delhi;
- Member, National Advisory Committee of the Research Project Consortium on Educational Outcomes for the Poor, CORD;
- Member, South Asia Regional Hub Advisory Committee of Project on Pathways for Women's Empowerment, IDS – BRAC;

- Member, Academic Advisory Committee to oversee the Research Study on 'Survey of elected women panchayat representatives', Ministry of Panchayati Raj, Gol.
- Member, Core Group to re-draft the National Plan of Action to Implement the National Policy for the Empowerment of Women 2001, set up by the MWCD;
- Trustee, Anusuya Trust;
- Member, Governing Body, Uttarakhand Seva Nidhi Paryavaran Shiksha Sansthan, Almora;
- Member, National Resource Group, Mahila Samakhya;
- Member, Advisory Committee of the Developing Countries Research Centre, University of Delhi.

Manju Mishra

- Trustee, Mahila Haat.



Ratna M Sudarshan and Deepa Jain Singh at ISST workshop on STEP

Workshops/Seminars Organized by ISST

■ Workshops/Seminars

9 May, 2007: Workshop on the Evaluation of the STEP Programme, India International Centre, New Delhi.

ISST presented a draft report on the evaluation of the STEP programme. The opening session was chaired by the Secretary of the Ministry of Women and Child Development, and the workshop was attended by senior officers from several ministries, senior officials of various state milk federations, NGO activists and academicians. Various policy initiatives were discussed in the workshop. The participants suggested ways of restructuring of the STEP programme.

28-29 July 2007: ISST organized a two-day informal meeting of Feminist Economists Group at India Habitat Centre. The group met again on August 27–29 at ISST. These meetings were sponsored by IDRC.

4 January 2008: ISST organized a seminar at which Dr Veena Jha, Coordinator, UNCTAD, Delhi and currently a Visiting Fellow at the University of Warwick presented a paper titled, "Trickle down effects of Inter State Migration in a period of high growth in the Indian economy".

25th February 2008: Preliminary findings from the study on "Revisiting Education for All" were shared at this workshop.

Participation/Presentations—Workshops, Seminars, Meetings

Seminar/Workshop/Meeting	Attended by
"Informality, Poverty and Inequality: The Labour Force in China and India", WIEGO, Harvard University, March 31– April 4, 2007	Ratna M. Sudarshan
Workshop on ISO-26000, Corporate Social Responsibility at National Science Academy, New Delhi, organized by BIS & VOICE. 16-17 April, 2007	Deepika Singh
Feminist Economists Working Group, First Meeting, Planning Commission, April 18, 2007	Ratna M. Sudarshan
Workshop on Gender, Migration and Citizenship, IDRC, April 26, 2007	Ratna M. Sudarshan Shrayana Bhattacharya
National Consultation on Gender Development at Rajiv Gandhi National Institute of Youth Development, Sriperumbudur, May 16, 2007	Ratna M. Sudarshan
ADB Stakeholder Consultations—Mainstreaming Gender, May 23, 2007	Ratna M. Sudarshan
16th annual conference on Feminist Economics, International Association for Feminist Economics, Bangkok, Thailand, June 29 – July 1, 2007	Shrayana Bhattacharya

Seminar/Workshop/Meeting	Attended by
Fourth India Policy Forum Lecture on 'Economic Reforms, External Opening and Growth: China and India' by Prof T.N. Srinivasan, NCAER, July 17, 2007	Ratna M. Sudarshan
M.N. Srinivas Memorial Lecture, Dept. of Sociology, Delhi School of Economics, 17 July, 2007	Rajib Nandi
Convention on Legislative Co-ordination for Action on Women's Issues. Organized by CSR, New Delhi, 17 August, 2007	Rina Bhattacharya
Informal Meeting of the Group of Feminist Economists, July 28-29; 27-29 August, 2007	Ratna M. Sudarshan
Presentation at Planning Commission, 29 August, 2007.	Ratna M. Sudarshan
'Gender and Education', talk to trainees with the Management Development Programme on Incorporating Gender Concerns in Public Policy, Indian Institute of Public Administration, September 12, 2007	Ratna M. Sudarshan
Meeting of Core Committee on SAARC Gender Data Base, UNIFEM Kathmandu, September 17-18, 2007	Ratna M. Sudarshan
National Seminar on Women and Migration, Centre for Women's Development Studies, Sponsored by the National Commission for Women, New Delhi, 19-20 September, 2007	Ratna M. Sudarshan Meera Pillai
Panel Discussion on 'Eliminate Discrimination (:) Not the Girl Child', Organized by YUVA –A CRY Volunteer Group. New Delhi, 24 September, 2007	Rina Bhattacharya
Launch of ICRIER-OECD Survey of the Indian Economy, October 9, 2007. New Delhi	Ratna M. Sudarshan
Awareness Creation Workshop for Gender Audit of National Energy Policies, IREDA, 10 October 2007. New Delhi	Ratna M. Sudarshan
National Dissemination Seminar: NFHS-3, October 11, 2007. New Delhi	Rajib Nandi
UN Expert Group Meeting on "Enhancing Social Services Policies to Strengthen Family Well-being in Asia and the Pacific", Emerging Social Issues Division, United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP), 17 to 19 October 2007. Bangkok	Ratna M. Sudarshan
Experience of Local Self-Government: India and Norway, Symposium Organized by the Ministry of Panchayati Raj, 29 October 2007. New Delhi	Ratna M. Sudarshan
Discussion on Inclusive Growth with Prof Nick Stern, NCAER, October 29, 2007, New Delhi.	Ratna M. Sudarshan
"Gender and Trade: How to Engender the National Foreign Trade Policy of India?" Organized by CUTS International. 29 October 2007, Bangalore	Grace Fernandez

Seminar/Workshop/Meeting	Attended by
Policy Workshop on Impact of Macroeconomic Change on Employment in Retail Sector in India, organized by ILO, November 1, 2007. New Delhi	Ratna M. Sudarshan
National Convention, People's Budget Initiative, Centre for Budget and Governance Accountability (CBGA) November 15, 2007. New Delhi	Ratna M. Sudarshan
Conference on London and Delhi: Unlocking Opportunities, Mayor of London's Office and CII, November 19, 2007. New Delhi	Ratna M. Sudarshan
Planet Cities: Accelerating the Economic Benefits and the Quality of Life of Cities by Tackling Climate Change and Environmental Issues, NCT Delhi, Mayor of London's Office and TERI, November 20, 2007. New Delhi	Ratna M. Sudarshan
India Roundtable on SAARC Gender Database, November 21, 2007. New Delhi	Ratna M. Sudarshan
Dr Sushila Nayar Literacy Award Presentation Ceremony, All India Committee for Eradication of Illiteracy among Women, November 29, 2007. New Delhi	Ratna M. Sudarshan
Seminar—"Gender and Trade: How to Engender India's National Foreign Trade Policy", Organized by CUTS International, 30 November 2007. Lucknow	Shrayana Bhattacharya
Partners for Prevention: Working with Boys and Men to Prevent Gender Based Violence, UNIFEM, December 7, 2007. New Delhi	Rajib Nandi
Speaker in Gender Panel, All India Mayors Conference, organized by the Chandigarh Municipal Corporation, December 8-9, 2007. Chandigarh	Ratna M. Sudarshan
Technical Seminar, Prof R. Nagaraj, 'Key Issues Facing Labour Market in India', ILO December 21, 2007. New Delhi	Ratna M. Sudarshan
Talk on Gender and Poverty Alleviation Programmes, Indian Institute of Public Administration, New Delhi. 3 January, 2008	Ratna M. Sudarshan
Release of 'Measuring India's Progress on the MDGs—A Citizens' Report', UNDP. 7 January, 2008	Shubh Sharma
National Workshop on Preparing a Training Manual on "Youth for Gender Equity" at Rajiv Gandhi National Institute of Youth Development, Sriperumbudur. 7-8 January, 2008	Jyotsna Sivaramayya
Workshop on Strategies for Poverty Reduction: Focus on Infrastructure, Financial Inclusion and Social Sector Interventions, NCAER, New Delhi. 9 January, 2008	Ratna M. Sudarshan
Presented 'Progress of Women in South Asia 2007' at Sixth South Asian Regional Ministerial Conference, Commemorating Beijing, UNIFEM and the Govt of India, New Delhi. 17-19 January, 2008	Ratna M. Sudarshan
'Towards Economic Freedom' Lecture by Ela R. Bhatt, India Habitat Centre. 18 January, 08	Shubh Sharma
Second Meeting of the Pathways of Women's Empowerment South Asia Advisory Committee, Dhaka. 20 January, 2008	Ratna M. Sudarshan

Seminar/Workshop/Meeting	Attended by
Dialogue on Concepts of Women's Empowerment, Dhaka. 21 January, 2008	Ratna M. Sudarshan
Thematic Meeting, Building Constituencies for Gender Justice, Dhaka. 22 January 2008.	Ratna M. Sudarshan
Governing Body Meeting, Uttarakhand Seva Nidhi Paryavaran Shiksha Sansthan, Almora. 25 January, 2008	Ratna M. Sudarshan
'Freshship Quota in Education for Economically Weaker Sections' by Satark Nagrik Sangathan. 1 February, 2008	Shubh Sharma
Research Workshop: "Networks, Intermediaries and Labour Migration", Indian Statistical Institute (Planning Unit), New Delhi. 2 February, 2008	Ratna M. Sudarshan
Inauguration, Delhi Sustainable Development Summit 2008, TERI, New Delhi. 7 February, 2008	Ratna M. Sudarshan
Presented 'Key Challenges for Women's Leadership in Local Government', at South Asian Regional Meeting, Aagaz Academy, New Delhi. 12 February, 2008	Ratna M. Sudarshan
National Advisory Committee Meeting of RECOUP Project, CORD, New Delhi. 19 February, 2008	Ratna M. Sudarshan
Presented "Social Protection, Globalisation and Informality" at Workshop on 'Globalization and the State in India', Centre for Policy Research, New Delhi. 20 February, 2008	Ratna M. Sudarshan
Overcoming Barriers to the Extension of Social Protection: Research Design Workshop, IDS and IHD, New Delhi. 21-22 February, 2008	Ratna M. Sudarshan Jyotsna Sivaramayya
Expert Committee Meeting to Design Programmes in Gender and Development Studies, IGNOU, New Delhi. 28-29 February, 2008	Ratna M. Sudarshan
Symposium on 'Financing for Gender Equality—Is It Attainable' Organized by Amity World Women Forum & ICSSR on 5th March, 2008	Rina Bhattacharya
Presented ISST's Institutional Review Process at IDRC Annual Learning Forum, New Delhi. 10 March, 2008	Ratna M. Sudarshan
Meeting of National Resource Group, Mahila Samakhya, Shastri Bhavan, New Delhi. 14 March, 2008	Ratna M. Sudarshan
Executive Committee Meeting, Mahila Samakhya Karnataka, Bangalore. 20 March, 2008	Ratna M. Sudarshan
Presented Gender and the IT Sector, at Brainstorming Workshop on Gender and Trade: Special Focus on the Social and Gender Implications of the EU-India FTA, Heinrich Boll Foundation (India) — WIDE (Brussels) — SAI (New Delhi). New Delhi. 26 March, 2008	Ratna M. Sudarshan



Nakshatra—the theatre group

PUBLICATIONS AND PRESENTATIONS BY ISST

BOOKS AND CHAPTERS:

- Progress of Women in South Asia 2007, ISST and UNIFEM, New Delhi 2007. Available at <http://www.unifem.org.in/PDF/Progress%20of%20Women%20in%20South%20Asia%202007.pdf>
- Ratna M. Sudarshan, "Engendering Governance: A Preliminary Enquiry into Formal and Informal Institutions", in Smita Mishra Panda (ed.) Engendering Governance Institutions: State, Market and Civil Society, Sage Publications, New Delhi 2008 pp 249–264.

WORKING PAPERS:

- Ratna M. Sudarshan and Shrayana Bhattacharya (2008) "Through the Magnifying Glass: Women's Work and Labour Force Participation in Urban Delhi", ILO Asia-Pacific Working Paper Series, ILO, New Delhi.

JOURNALS:

- "Reflections on Gender, Social Norms and the Conditions for Change" by Ratna M. Sudarshan in The Journal, Psychological Foundations Trust, New Delhi. Vol IX (2), September 2007 pp 6–9.

MEDIA:

- "The View from Abu Road: A Grass-roots Look at the Impact of the National Rural Employment Guarantee Act", by Rina Bhattacharya and Ratna M. Sudarshan, The Mint: The Wall Street Journal, 31 August, 2007, at <http://www.livemint.com/2007/08/31002013/The-view-from-Abu-Road.html>

ISSUE BRIEF:

- Home-based Work: Case Studies and Policy Recommendations. ISST, with HomeNet India and UNIFEM.

REPORTS:

- Women and the NREGA, submitted to ILO, June 2007.
- Baseline Study in Baap, Kishanganj and Peesangan Blocks in Rajasthan for the Doosra Dashak Project. Prepared by ISST and submitted to Foundation for Education and Development, Jaipur and Sir Dorabjee Tata Trust.
- Ensuring Inclusiveness from the Gender Perspective in the UNDP Country Programme for India (2008–2012), submitted to UNDP.
- Gender Mainstreaming in the NREGA, submitted to UNDP.
- Report on Comics Workshop, SAATHI Centre.

NEWSPAPER CLIPPINGS:

- Unravelling the Thread of Violence: Violence Against Women in India 2007. (compiled by Akila Ramesh).
- Bills, Debates and Reforms: The Road Towards Social Security System in India 2007. (Compiled by Akila Ramesh).
- Micro-Finance in India 2007 (Compiled by Akila Ramesh).
- Implementation of NREGA: Mixed Results 2007 (Compiled by Akila Ramesh).
- Child Labour and Child Rights 2007 (Compiled by Grace Fernandez).
- Business Process Outsourcing 2007 (Compiled by Grace Fernandez).
- Panchayat Raj (Compiled by Grace Fernandez).
- HIV and AIDS 2007 (Compiled by Grace Fernandez). *(available on request)*

ISST NEWSLETTERS:

- Uma Prachar: Published quarterly in Hindi and English.
- Samachar Patrika: Published quarterly in Hindi.
- ISST Newsletter: Published quarterly in English.
(newsletters are available at
<http://www.isst-india.org/Newsletters.htm>)

PAPERS PRESENTED:

Ratna M. Sudarshan

- 'Globalization, Informal Economy and Social Protection' presented at Workshop on Globalization, the State and Civil Society: Economic Inequality or Social Opportunity, National Foundation for India, November 6, 2007. New Delhi.
- 'Women's Work and Well-being: Some Experiences in Programme Implementation' presented at Seminar Six: Work, Voice and Body in the Global Economy, ESRC Seminar Gender Work and Life in the New Global Economy, Gender Institute, London School of Economics, November 9, 2007. London.

- 'Gender and Social Protection in India: Implications of Substantive Equality' presented at 'Universalizing Socio-economic Security in South Asia', IHD and ISS, New Delhi. 17–20 February, 2008.

Meera Pillai

- Meera Pillai and Ratna M. Sudarshan, 'Gender, Work and Migration: A Brief Perspective Paper on Orissa (with special reference to Sundergarh district)' presented at National Seminar on Women and Migration, Centre for Women's Development Studies, Sponsored by the National Commission for Women, 19-20 September, 2007.

Shrayana Bhattacharya

- 'Through the Magnifying Glass: Women's Work and Labour Force Participation in Urban Delhi', 16th Annual Conference on Feminist Economics, Bangkok. Organized by the International Association for Feminist Economics.

SUMMARY FINANCIAL STATEMENT*

(2007-08)

Summary Statement Annual Income and Expenditure

Particulars	Financial Year 2007-08 <i>(Rs. in Thousand)</i>	Financial Year 2006-07 <i>(Rs. in Thousand)</i>
Income		
Interest Income	690.00	697.00
Donations and Contributions	150.00	149.00
Other Income	85.00	41.00
Overhead Charges	209.00	1,909.00
Project Income	6,011.00	14,451.00
Total	7,145.00	17,247.00
Expenditure		
Administrative Expenses	3,484.00	1,329.00
Project Expenses	6,121.00	14,830.00
Property Expenses	82.00	124.00
Net Loss on Sale of Assets	-	-
Depreciation	408.00	384.00
Total	10,095.00	16,667.00
Surplus/Deficit	2,950.00	580.00

Summary Balance Sheet

Assets		
Fixed Assets	3,961.00	4,396.00
Investment	6,294.00	6,294.00
Current Assets	1,682.00	2,442.00
Income & Expenditure	2,941.00	-
Total	14,878.00	13,132.00
Funds & Reserves		
General Fund	771.00	900.00
Endowment Fund	8,602.00	8,602.00
Building Fund	2,931.00	3,072.00
Welfare Fund	118.00	-
Fixed Assets Fund	237.00	281.00
Publication Fund	138.00	267.00
Secured Loan	2,081.00	-
Income & Expenditure	-	10.00
Total	14,878.00	13,132.00

* Auditors: Jayaraman & Co., Chartered Accountants, V.K. Krishna Menon Bhawan, 9-Bhagwan Dass Road, New Delhi - 110 001

OUR TEAM

(as of March 31, 2008)

Ratna M. Sudarshan, Director

DELHI OFFICE

Manjushree Mishra, Associate Director
Rina Bhattacharya, Research Fellow
Rajib Nandi, Research Fellow
Jyotsna Sivaramayya, Research Fellow
Shrayana Bhattacharya, Research Analyst
Shubh Sharma, Research Associate
Akila Ramesh, Librarian
Shobha Sharma, Administrator
Vishal Kumar Goyal, IT Officer
Rajeev Ranjan Choudhary, Accountant
Deepa Rautela, Secretary
Sultan Singh, Asst. Administrator
Mohan Singh, Office Assistant
Birendra Singh, Driver

COMMUNITY CENTRE, Delhi

Amita Joshi, Coordinator, ISST Community Centre
Deepika Singh, Research Associate
Manju Negi, Field Coordinator
Udai Pal Singh, Office Assistant
Jaimala Sharma, Computer Instructor
Ashkeen Ahmed, Computer and English Instructor
Dharmendra Kumar, Computer Instructor
Nirmala Paturi, Field Worker
Kamalesh Gaur, Field Worker
Sundarlal, Field Worker
Shashi Kala, Field Worker
Farah Khatoon, Field Worker

BANGALORE OFFICE

Meera Pillai, Senior Consultant
Sonya Thimmaiah, Programme Associate (till May 2007)
Grace Fernandez, Administrator
Krishna Karanth, Office Assistant
Ratnamma, Helper

INTERNS/VOLUNTEERS

Aditi Surie (June 2007) Lady SriRam College, New Delhi
Saryu Dhara (June 2007) Hindu College, Delhi.
Nakul Kumar (June–July 2007) Gokhale Institute for Politics and Economics, Pune.
Manika Goel (August–September 2007) Bhim Rao Ambedkar College, Delhi.
Shantanu Shandilya (August–September 2007) Bhim Rao Ambedkar College, Delhi.
Pratibh Mishra (August–September 2007) Bhim Rao Ambedkar College, Delhi.
Shreyas Mehrotra (November–December 2007) Gujarat National Law University, Gandhinagar
Ankit Singh (November–December 2007) Gujarat National Law University, Gandhinagar
Mohammed Kazim (December 2007–January 2008) Christ College of Law, Bangalore
Namrita Singh (March 2008 onwards) University of Oxford, U.K.

PROJECT CONSULTANTS

Dr. Duru Arun
 Ms. Medha Bisht
 Ms. Josefina Oraa
 Dr. Anuradha Bhasin
 Ms Wasudha Bhatt
 Ms Radha Ramaswamy

BOARD OF TRUSTEES

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Dr. Devaki Jain

Former Director, ISST

Professor Gita Sen

Professor, IIM Bangalore

Shri Gopi Krishan

Hony General Secretary, S. M. M. Theatre Crafts Museum, New Delhi

Ms. Padma Ramachandran

Former Vice Chancellor, M.S. University of Baroda, Vadodara.

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Laxmi Ashram, Kausani

Ms. Madhu Kishwar

Editor, Manushi, New Delhi

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