



Institute of Social Studies Trust

ANNUAL REPORT 2021-22



Institute of Social Studies Trust, New Delhi

About Institute of Social Studies Trust (ISST)

“ The Institute of Social Studies Trust, registered as a Public Charitable Trust in 1980, is a non-profit organization. Its core purpose is *to make visible/bring to the centre stage* and address *gendered dimensions of labour* through a *critical public spirited enquiry* and a *gender transformative approach necessary to build a just and equitable society*. ISST works towards this agenda through its work in research, evaluation, community outreach and capacity building. ”

Institute of Social Studies Trust, New Delhi

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Message from the Chairperson

Like previous year, the team at ISST continued to respond to the setbacks caused by the second wave of COVID-19 and overcame the hindrances through continuous efforts and strength. While the research team got back on the field to get data for their studies, the team at the Saathi and Yuva Saathi Centre stepped ahead and engaged with the community to not only get students back to schools but also devised a full-fledged vaccination drive.

With a wide spectrum of studies on our desk, ISST has been welcoming new researchers in its team. Once the extreme situation subsided, the team started to work in Hybrid mode. As a part of its organization building initiatives, an in-house communications person was appointed to stream line a variety of communications tasks including website rebuilding and social media engagement.

I would like to use this space to appreciate and thank all the partner organizations and individuals who have been a part of our journey this year. I would also like to thank all our donors who continue to believe in ISST as an organization and its values and provide support to us.

The support of Bill and Melinda Gates Foundation under the grant titled 'Creating momentum and evidence for gender transformative programming and policies' has played an essential role. Multiple studies were completed and several new studies explored various dimensions of women and work among pastoral communities, farmer communities, in the tourism sector and the non-traditional skilling space.

Celebrating ISST's 40 years, the course that the team was planning for since the previous year was launched, however, in an online format. The 1st iteration of the course, Women & Work: Making It Count was much loved by the participants and was an enriching experience for the team as well. Taking inspiration, the team has started to unpack more aspects of the subject for the 2nd Iteration of the course in the coming year.

The Facilitating Gender Transformative Evaluation course was also relaunched in a new format, with improved pedagogy to engage the participants in a more effective way. The FGTE 2.0, as the team calls it, took learnings from the previous iterations of the course and improved upon the pedagogy for better outcomes, which proved successful as all the 35 participants who were selected, completed the course.

The Heinrich Boll Stiftung, Regional Office, Delhi continued to support our efforts towards creating dialogues around contemporary issues of importance through the Gender and Economic Policy Forums. This is also marked 10 years of our collaboration which has succeeded in creating a space for multi-stakeholder discussions on a wide range of subjects over the years. The project outcome, which is in the form of Policy Briefs has over the years been used by a wide spectrum of audience for policy recommendations, evidence creation, literature reviews, and so on.

The Sustaining Power: Women's Struggles Against Contemporary Backlash in South Asia (SuPWR) study, funded by and in collaboration with the Institute of Development Studies (IDS), UK is being excitedly executed by the team and has provided a platform to experiment newer and more participatory research methodologies. The SuPWR team, throughout the year, continuously coordinated with the national and international partners for relevant outputs.

The project grant by American Jewish World Service (AJWS) on 'Enabling Environment for Realizing the Aspirations of Adolescent Girls in Slum Settlements in Delhi' is in the third phase and has provided a great

opportunity for the team to engage with the adolescents in the Kalyanpuri and neighbouring community. The support of the Ford Foundation in strengthening organization building processes is an opportunity for the organization to sharply look at its role in shaping the discourse on gender based violence from the lens of women and work. We appreciate the opportunity this grant provides to engage in regular reflection and action with the team and inputs from the Board of Trustees to shape a strong and resilient organization.

The Saathi Centre has been able to continue their work with children in the age group of 3 to 15 years through the grants by Wipro Foundation and the EASACT (External Affairs Spouses Association Charitable Trust). While the various activities undertaken under the Bachpan programme have helped the children in their overall development; the Youth Resource Centre has continued to provide support to children, especially in times of low access to books during the pandemic.

Lastly, I, on behalf of all the Trustees, would like to appreciate and applaud the dedication and spirit with which the team continued to work through the difficult times. The team showed great commitment and strength to pave their way through the challenging times and come out with commendable project outcomes. I would, through this space, also like to thank our partner and collaborators, organizations as well as individuals, who have walked on this path with our team and helped us in various ways through this year. To end, my heartfelt appreciation goes out to the Trustees for their time, commitment and guidance in ISST's work and organizational values.

“ I WOULD LIKE TO USE THIS SPACE TO APPRECIATE AND THANK ALL THE PARTNER ORGANIZATIONS AND INDIVIDUALS WHO HAVE BEEN A PART OF OUR JOURNEY THIS YEAR. I WOULD ALSO LIKE TO THANK ALL OUR DONORS WHO CONTINUE TO BELIEVE IN ISST AS AN ORGANIZATION AND ITS VALUES AND PROVIDE SUPPORT TO US. ”

SAROJINI G. THAKUR
CHAIRPERSON, BOARD OF TRUSTEES



Director's Overview



“ ISST CONTINUES TO PLAY A ROLE IN CONTRIBUTING A GENDER LENS TO THE EVALUATION ECO SYSTEM THROUGH ITS MEMBERSHIP IN NETWORKS SUCH AS THE EVALUATION COMMUNITY OF INDIA, COMMUNITY OF EVALUATORS SOUTH ASIA AND CO HOSTING EVENTS THAT ENABLE SHARING AND LEARNING THROUGH PANEL DISCUSSIONS AND PRESENTATIONS. ”

JAHNVI ANDHARIA
DIRECTOR & RESEARCH FELLOW, ISST

This was my first full year at ISST which has helped to get to know the rich history of the organization through its reports and through the many conversations with the team members. Work wise, this year like for many organization has been a year that required adapting ourselves to see through the pandemic.

The Delta version virus and the health emergencies it caused among the population also affected the team members and their families. The team found the balance between caring for family members, friends and themselves and work. The team at the community centre engaged in awareness building to help them overcome the vaccine hesitancy and by guiding them to book slots for the free vaccines. By the second half of the year, office starting opening more regularly and the team's return made the space come alive with vibrant conversations.

Several new studies were initiated this year. These were mostly short period studies with a timeline of about 10-11 months. The team chose to work on areas that were of interest to them and would examine them from the lens of work. The studies initiated were Understanding Pastoral Women's Work: An Exploratory Study; Women and Skilling in the Non-Traditional Livelihoods; Gendered Impact of Tourism on Lives and Livelihood: Case study of Khajuraho; Understanding Collectivization Strategies for Women Farmers, Locating Non State

Relief work during COVID 19 lockdown in Delhi. The Compendium on childcare Models was initiated the previous year but it was only in this year that significant amount of data collection was possible. All these studies were taken up under the grant from Bill and Melinda Gates Foundation. Further, the grant also supported the development of two courses, one around Women and Work that drew from the extensive studies done by ISST over the last 40 years and offered a perspective to practitioners, young researchers and potential policy makers; and second was the 2.0 version of Facilitating Gender Transformative Evaluations, an online course that ISST initiated in 2018.

The work of maintaining a vibrant online community of over four and a half thousand professionals working on evaluations with a gender focus continued and several new initiatives to promote online learning exchanges for this community by the community were conducted during the year.

ISST continues to play a role in contributing a gender lens to the evaluation eco system through its membership in networks such as the Evaluation Community of India, Community of Evaluators South Asia and co hosting events that enable sharing and learning through panel discussions and presentations.

In the 10th year of support from Heinrich Boll Stiftung, Regional Office, Delhi to promote dialogue through the Gender and Economic Policy Discussion Forum, two themes were covered - "Understanding body politics in the context of 'big data' and the information society" and "Shifting masculinities in contemporary India and everyday implications on gender inequalities". These forums have been valuable and ISST and HBS together work on identifying critical areas that need to be discussed and debated in the contemporary context.

The partnership with IDS Sussex to conduct a study of different women's movements located in the family, community, market and state domains is in the second year and the teams are engaged in intense and innovative qualitative methodologies that build on reflective and participatory processes to inform to data collection and writing.

Towards the end of the year, ISST initiated two studies, one with WIEGO on circular economy - a scoping study to unpack informal livelihoods in recycling, and reuse economy and the second, a Study for the Government of National Capital Territory of Delhi to assess the impact on Mental Health and Emotional Well-Being of Students across Schools in Delhi due to Closure of Schools on Account of Covid-19 and shift to Online Education System.

The community engagement of ISST in Kalyanpuri area of East Delhi was constantly responding to the needs of the children and the youth. As the schools reopened in online mode, the Saathi Centre team offered support to the children who had no access to mobile phone or internet by helping them to complete the worksheets provided by the schools. The Yuva saathi centre initiated online activities as some of the older children did have access to mobile phones and helped create audio stories that were later broad cast on spotify.

Through the year, the teams participated in multiple workshops to engage in conversations about organization strengthening. It meant parallelly working on multiple tracks - restating the intent or the purpose of ISST that built on the legacy and provided direction for future; reworking on the personnel policy with inputs from senior members of the organization, and identifying capacity building needs of the team members.

We are thankful to all our donors and well wishers whose support is valuable to continue the significant work of ISST. The guidance and oversight provided by the Board of Trustees has been crucial to ensure effective governance for the organization. We value the contributions of various resource persons and consultants who bring their expertise to guide, review and enhance our work.

And finally, I would like to express deeply felt gratitude to the all the team members - program and administration, finance and support teams whose commitment and hard work make this organization what it is today.

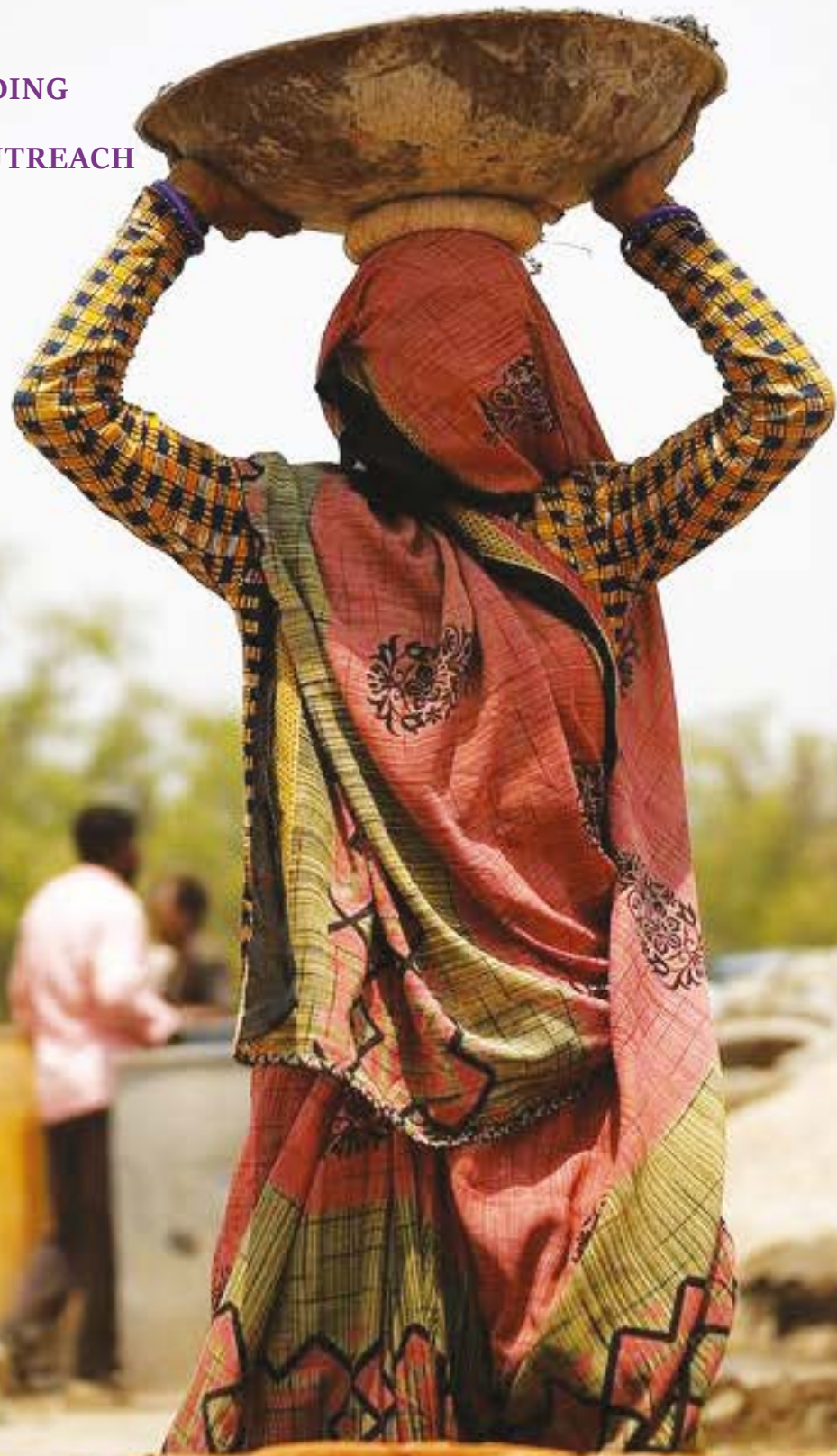
OUR WORK

RESEARCH

EVALUATION

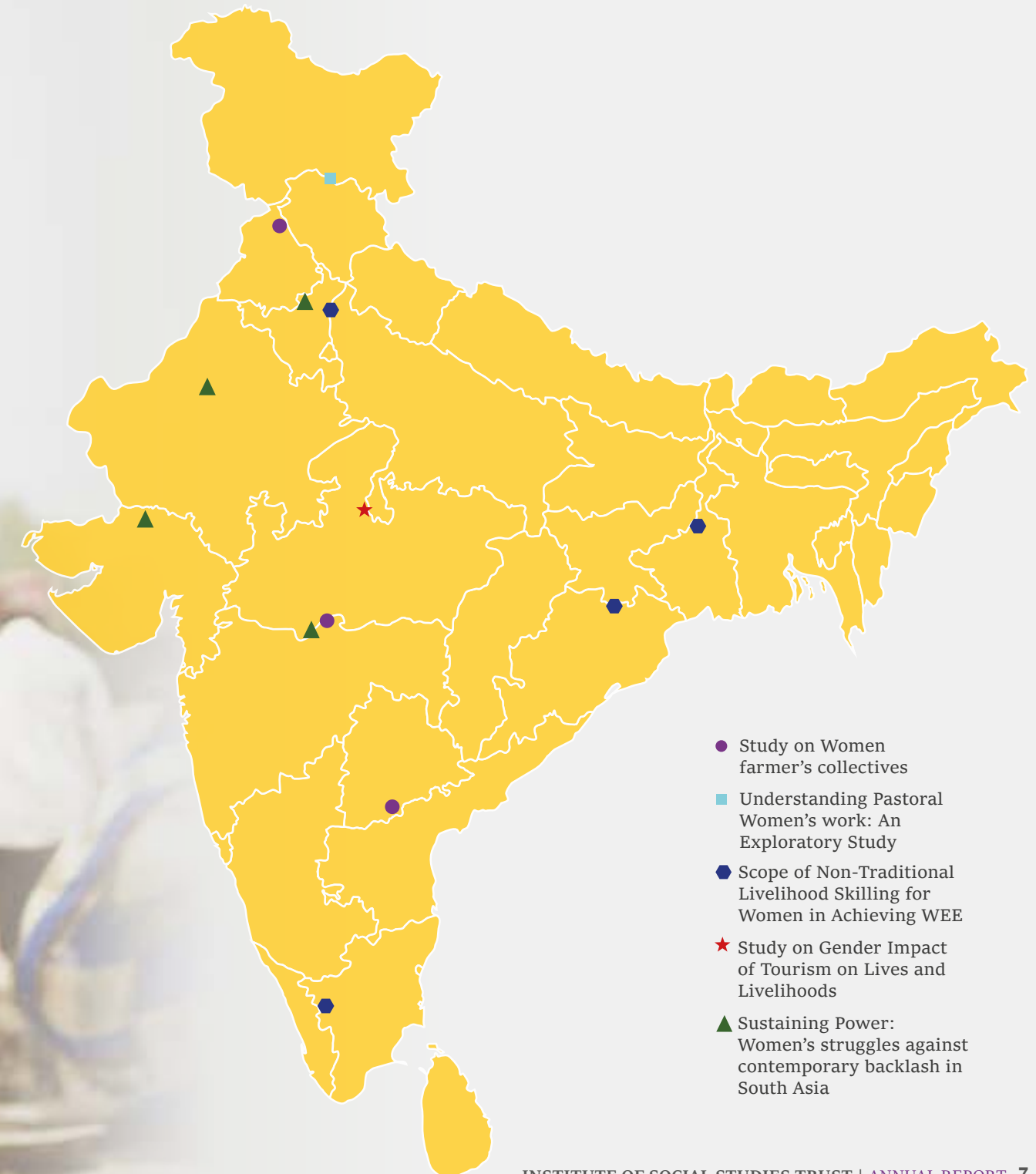
CAPACITY BUILDING

COMMUNITY OUTREACH



RESEARCH

The following is a list of research projects and papers that the team undertook last year with- The research team this year caught up with the field work after the pandemic and located its work across different parts of the country.



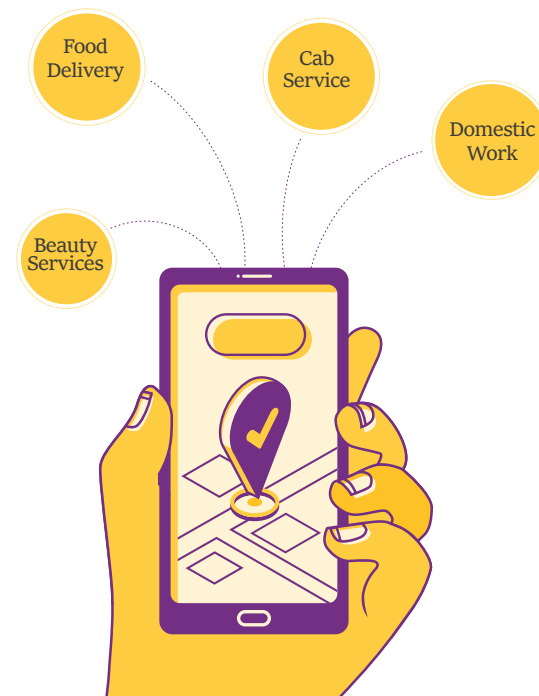
AN EXPLORATORY STUDY ON Women Workers in the Gig Economy in India

The project was an exploratory study on the women workers in the Gig economy in India. The study has taken a multidimensional approach to critically analyze women workers' engagement within the gig economy, particularly the platform economy in India.

While the report was finalized in the previous year, the dissemination initiatives were taken in the year 2020-21. After being published, the findings of the study were disseminated through a seminar on 'Locating Women in the Gig Economy in India', held on June 30, 2021. Alongside, the policy briefs, drafted in both English and Hindi for wider circulation amongst our peers, academia as well as practitioners, were shared through emails and over social media platforms. To complement these efforts, the research team partnered/presented the findings through various webinars.

Policy Brief: ENGENDERING THE GIG ECONOMY IN INDIA/ गिग अर्थव्यवस्था में जेंडर का समावेशीकरण

“ THE STUDY HAS TAKEN A MULTIDIMENSIONAL APPROACH TO CRITICALLY ANALYZE WOMEN WORKERS' ENGAGEMENT WITHIN THE GIG ECONOMY, PARTICULARLY THE PLATFORM ECONOMY IN INDIA. ”



INSIGHTS

The gig economy is precarious with non-existent legislation at the national level. Within this, women workers are further marginalized given their low numbers especially in delivery and ride hailing platforms. Women gig workers presence is also low in terms of their participation in collectivization processes which means their specific gendered needs do not get the attention which they deserve. Women's care and unpaid burden and gendered norms around access to assets and mobility also impacts their sustenance in this work and reduces their capacity to earn through incentives. While flexibility is often the reason women enter this sector of work, eventually algorithmic controls actually render the flexibility disadvantageous as their earning capacity is determined by the time they spend on the job.

WOMEN ENTREPRENEURS IN INDIA: Where Do They Stand?

The paper gave a holistic picture of women entrepreneurship in India and its gender differentials by using various national-level data. It aims to analyze the condition of overall women employment, operational and economic characteristics, access to credit and other infrastructural facilities and entrepreneurial activity of the women-owned enterprises. The paper reveals that most of the women are engaged in self-financed, small, own-account enterprises, without any hired workers, and are operating from within the household premises, few even without having a fixed location. These, along with the lack of access to basic infrastructural facilities, signify women entrepreneurship as necessity-driven and not opportunity-led. It also notes the persistent presence of religious and cultural norms in determining women's participation as entrepreneurs. In addition, the paper studied the determinants of the women entrepreneurship in India by using a logistic regression model. The model establishes more chance of engagement of women entrepreneurs in informal sector, home-based work and the enterprises with less than six workers. The model also reveals the increasing chance of women entrepreneurship with increasing general education and establishes the need for formal vocational training. At the end, the study looked at women's entrepreneurship from the macroeconomic understanding of women's employment and work and calls for policies that ensure women entrepreneurship does not remain only as distress-driven employment, but becomes opportunity-led. The paper, written by a researcher from ISST in collaboration with an external consultant was published in the Indian Journal of Labour Economics in December 2021.

Paper: "Women Entrepreneurs in India: Where Do They Stand?"

“ THE MODEL ESTABLISHES MORE CHANCE OF ENGAGEMENT OF WOMEN ENTREPRENEURS IN INFORMAL SECTOR, HOME-BASED WORK AND THE ENTERPRISES WITH LESS THAN SIX WORKERS. THE MODEL ALSO REVEALS THE INCREASING CHANCE OF WOMEN ENTREPRENEURSHIP WITH INCREASING GENERAL EDUCATION AND ESTABLISHES THE NEED FOR FORMAL VOCATIONAL TRAINING. ”

Photo Courtesy: istockphoto.com



Understanding Pastoral Women's work: AN EXPLORATORY STUDY

The project was an exploratory study which attempts to understand how the relationship of pastoral women with the ecosystems they inhabit defines their work and how different processes of sedentarization have changed the nature of work. The research was conducted in Kangra district of Himachal Pradesh and specifically with Gaddi and Hindu Gujjar Pastoral women. During the first quarter of the year 2021-22, the project was at its inception stage. The team prepared the proposal and conversed with potential partners for collaboration. This was followed up by two rounds of data collection. The first round involved holding interviews with various pastoral women to understand their relatedness with ecosystems and changes in their work. The second round involved interviews with various men, women and traders along with a 2-day participatory research workshop with women in order to develop a robust understanding of the work which women do. Towards the end of the year, the team was analyzing the collected data which will be followed up by report writing.

INSIGHT

The work of pastoral women can be understood through the ecosystems they engage in and their relatedness with humans and non-humans. The study opens up a way to understand human-non-human relationships and elaborate the concept of care and work beyond anthropocentrism.

SCOPE OF NON-TRADITIONAL LIVELIHOOD SKILLING for Women in Achieving Women's Economic Empowerment

The research in collaboration with the Non-Traditional Livelihood Network, is designed to understand when and how does skilling in NTL contribute to women's economic empowerment. The team decided to explore various kinds of skilling initiatives offered by the network and study how participants in these programmes negotiated their ways; across three different phases of skilling which includes: pre-skilling; at the time of skilling and as they enter the market, post-training (this would entail studying their socio-economic conditions up to 2 years after their entry into the market).

Accordingly, after having conversations with the network partners, it was decided that the team will develop eight in-depth case studies of participants from across 6 organizations spanning over 4 states, including Archana Women's Centre in Kerala; Centre for Youth and Social Development in Odisha, Jabala

“SEVERAL KEY RESPONDENT INTERVIEWS WERE ALSO CONDUCTED TO GET A 360-DEGREE UNDERSTANDING OF THE SKILLING ECOSYSTEM OVER THE NEXT FEW MONTHS.”

Action Research Centre in West Bengal and Azad Foundation and Magic Bus in Delhi for the purpose.

Field work in each of these locations was carried out in the months between January and March, 2022; after the tools being finalized through a pilot process conducted in the ISST's Community Centre. Several Key respondent interviews were also conducted to get a 360-degree understanding of the skilling ecosystem over the next few months. The team is currently engaged in writing the report which will be followed up by dissemination initiatives.



Body-mapping exercise done with a group of pastoral women as a part of the 2-day participatory research workshop.

STUDY ON Women farmer's collectives

The project, 'Unpacking' Women Farmers Strategies for Collectivizing' is studying how different collectives that are working with women farmers consolidate their identity and agency through various strategies for collectivizing. This project will seek to unpack the meaning of feminist consciousness in the specific context of women farmers who are part of collectives.

The project is set in four states, namely, Uttarakhand, Punjab, Maharashtra and Andhra Pradesh. The team reached out to different organizations independently and through the forum MAKAAAM (Mahila Kisan Adhikar Manch). After several conversations with experts, following organizations were finalised: Umang FPO (a women-led Farmer Producer Organization) in Uttarakhand, BKU (Bharatiya Kisan Union) in Punjab, Prerna Gram Vikas Sanstha in Maharashtra and REDS (Rural and Environment Development Society) in Andhra Pradesh, both using solidarity based collectivisation of women farmers.

There will be two rounds of fieldwork in every state. First round would be to understand the unique issues of women farmers of the said region and strategies used by the organization. The second round would be more focused on exploring the nature of feminist consciousness among the women farmers and how the process of collectivization affected it.

After completing preliminary literature review, the team has begun the first round of fieldwork in Uttarakhand.

“ THIS PROJECT WILL SEEK TO UNPACK THE MEANING OF FEMINIST CONSCIOUSNESS IN THE SPECIFIC CONTEXT OF WOMEN FARMERS WHO ARE PART OF COLLECTIVES. ”

Photo Courtesy: gender.cgiar.org



COMPENDIUM ON Child Care Centre

The idea to look at existing full day childcare and after school care services for the children of marginal communities in India has emerged from the focus of ISST's research on women and work which has highlighted childcare as an important dimension of work and advocates for the full-day and universal childcare provision. The team is building a compendium on the existing full day and after school care models for the children from disadvantaged background.

After facing multiple setbacks in the year 2020-21, the project finally picked up pace as the childcare centres started opening and the key persons became available for conversations. Over the last year, the team has interviewed around 30 organizations providing childcare facilities and creche services for children. At end of the year, all the interviews had been completed and the process of writing has begun. The team will now develop profiles of each of these organizations based on the work they do and thereupon also highlight the distinctiveness of their model and various needs these organizations meet in the community.

The objective of preparing this compendium is to bring information on these different centres in one place as we believe that this would provide more visibility to full day child care centres already running in the country and will also highlight the support that they provide to women with young children.

“ THE TEAM IS BUILDING A COMPENDIUM ON THE EXISTING FULL DAY AND AFTER SCHOOL CARE MODELS FOR THE CHILDREN FROM DISADVANTAGED BACKGROUND. ”

THE TEAM HAS INTERVIEWED AROUND 30 ORGANIZATIONS PROVIDING CHILDCARE FACILITIES AND CRECHE SERVICES FOR CHILDREN. ”



STUDY ON Gender Impact of Tourism on Lives and Livelihoods

The research in collaboration with Equitable Tourism Options (Equations) marks ISST's entry into the relatively under-explored field of studying gendered dimension of labour in the tourism sector. Using a case study method, the research is planned to explore how tourism sites assume the role of a work-space which interacts with the socio-economic, cultural and political lives of local communities.

For the first round of this research, the team narrowed down on Khajuraho as a tourism-scape to develop its case study. Khajuraho, in the district of Chhatarpur in the state of Madhya Pradesh, is best known for its over 1000-year-old temple complex, which has listed as a UNESCO world heritage site. The team visited Khajuraho periodically over a span of 6 months to develop a place-based understanding of the tourism sector that has proliferated in the region.

Using an eclectic mix of tools based on qualitative and participatory research methodology, the team finished collecting rich in-depth data about the tourism sector of Khajuraho from the perspective of those who make a living out of it. It is envisaged that over the coming months or years, the team will build on this first study to include other tourist locations to develop a wider perspective on women's work in Tourism.

“ THE RESEARCH IS PLANNED TO EXPLORE HOW TOURISM SITES ASSUME THE ROLE OF A WORK-SPACE WHICH INTERACTS WITH THE SOCIO-ECONOMIC, CULTURAL AND POLITICAL LIVES OF LOCAL COMMUNITIES. ”



Participatory mapping method being conducted by the ISST Research team with the local communities of Khajuraho.

COVID-19 PANDEMIC AND EARLY CHILDHOOD CARE Assessing the Impact on Children Enrolled with Sangini Bal Sewa Centres

While mothers across the world struggled with the sudden closure of institutional childcare facilities due to the Covid-19 pandemic and the lockdown called thereafter, its impact on children, especially those below the age of 6, remained comparatively unknown. The study aimed to fill this gap to an extent, by attempting to ascertain the impact of the Covid-19 pandemic and the subsequent lockdown on children below the age of six who belong to poor and marginalised households. The study specifically focuses on children who have been attending the BalSEWA centres run by SEWA in Ahmedabad, Gujarat through their Sangini Co-operative and aims to highlight the benefits that a full-day childcare centre can have not only for children in terms of holistic growth and development but also for their mothers and the larger community, if it is nurtured with the sense of 'being there for each other'. While the study primarily was designed to assess the impact of the closure on the physical well-being and mental disposition of the children, as they were locked inside their houses with no specific routine and little adult supervision, it also ended up highlighting the support that Sangini Sevikas provided to these families even during the lockdown months. The study was conducted through a mixed method approach.



[Click Here to Download the Report](#)

Photo Courtesy: www.unicef.org



LOCATING THE PROCESSES OF Relief work in Delhi during Lockdown – Frontline Workers

Conducted in the light of COVID-19 and the lockdown, the study highlights the critical role played by communities and civil society to reduce human suffering during the COVID19 lockdown, and is an effort to understand the various vulnerabilities that came to the fore. The genesis of this study lay in the relief work that the ISST team engaged with during the first phase of lock down and came in close contact with various front line workers engaged in covid relief. The report highlights mechanisms of relief work and care that was undertaken through local collective action, as well as the collaborations and networks that were locally built to respond to the crisis situation. This study is centered on the concepts of social reproduction and care and aims to understand the inherent crisis tendencies within social reproduction driven by the interaction of institutions of the care diamond in the neo-liberal capitalist economic model of India. It draws on the framework of gender responsive 'intersectionality', a concept that delves into the complexities of various factors and processes that shape life experiences. The study used the qualitative case study methodology for an in-depth empirical inquiry of the phenomenon in question. The report is being finalized by the team now, which will be followed up with designing and publishing.



Photo Courtesy: UNICEF/UN0455357

INSIGHTS

One of the main realizations for this study in terms of its contribution to the social reproduction and care literature is that social capital is an important interceding condition between various institutional spaces (state, market, community, and family) for facilitating care provisions and making them accessible. The non-profit sector plays a distinct and central role in building this social capital. The social capital generated by the actions of the non-state frontline workers prior to and during the COVID19 crisis worked at the micro-level in the institutional space of families by creating better bonds across families in the community. At the meso-level, the non-state frontline workers improved links between various social groups in the institutional space of community and the market, and at the macro-level-built bridges with the institutional space of the state.

SUSTAINING POWER Women's Struggles Against Contemporary Backlash in South Asia (SuPWR)

ISST leads the India chapter of the South-Asia level longitudinal and qualitative research project titled 'Sustaining Power for Women's Rights in South Asia (SuPWR)', in collaboration with IDS Sussex, UK. The aim is to generate empirical understanding on strategies and processes of the women's movement in South Asia, in the face of backlash and counter-attacks from regressive social, political, and economic forces.

This is primarily done by identifying women's movements across institutions of family, community, market and the state and evaluating these longitudinally using a gendered political economy analysis framework to capture normative and institutional change processes that the women's movements undergo. The movements/organizations chosen for the project are Bharatiya Muslim Mahila Andolan (BMMA) in the family space, Nyay Samiti of Samarthan Mahila Sanghathan in the community space, Community for Social Change and Development in the market space and Kotra Adivasi Sanghathan in the State space.

The research, as per the timeline, spans four years and includes study tools such as document analysis, stakeholder interviews, event cataloguing, movement diaries, oral life histories, reflective workshops, and FGDs.

In the year 2021-22, the team was engaged in data collection process for case 1 (Bharatiya Muslim Mahila Andolan) and case 2 (Nyay Samiti of Samarthan Mahila Sanghathan). The oral histories and interviews were conducted online. Reflective workshops were also done with both the cases. The team finalized case 3 (Community for social change and development) and did a scoping study with Aastha Sansthan, Udaipur for case 4. The team regularly contributes blogs for SuPWR website.

INSIGHTS

The research for this project continued throughout the pandemic and allowed us for some significant opportunities to reflect on the ways in which we do research "online". It made us aware about the potentialities as well as the limits of engaging in an interaction through the screen. The research also made us aware about how a collective charts out various strategies to push for their agenda and how it is influenced by multiple factors such as nature of collective, context, nature of occupation of people in the collective etc.



Reflective workshop with the members of Bharatiya Muslim Mahila Aandolan (BMMA), Mumbai Team.

PROMOTING DIALOGUE

IMPACT OF COVID-19 ON RESEARCH METHODOLOGIES:

Experience, Learnings and Challenges

The many disruptions caused by the Covid-19 pandemic over the past year had been widely discussed. With the advent of the pandemic, many of the established protocols and methods for research and writing on developmental issues were rendered untenable. At the same time, the scale of unprecedented crises, especially on vulnerable individuals and communities, prompted researchers to adapt and innovate on many of these protocols to generate evidence that could support relief and policy action. Consequently, in this Roundtable discussion, we sought to bring together a diverse group of researchers from the development sector, independent researchers, service providers, workers' unions and academia to discuss these new and alternative methodologies that were adopted during the pandemic in the spirit of learning from each other and to strengthen our modes of evidence building.

The Roundtable discussion, organized on 9th April, 2021 in a closed group format, over online mode (zoom) was attended by numerous researchers who voiced out their experiences, challenges and learnings. The session concluded with a way forward in the 'new normal' times. As an outcome, a short report was prepared by ISST and disseminated amongst the attendees.

Final Report of the Roundtable Discussion: [Click here to Download the Report.](#)

“ **ROUNDTABLE DISCUSSION, WE SOUGHT TO BRING TOGETHER A DIVERSE GROUP OF RESEARCHERS FROM THE DEVELOPMENT SECTOR, INDEPENDENT RESEARCHERS, SERVICE PROVIDERS, WORKERS' UNIONS AND ACADEMIA TO DISCUSS THESE NEW AND ALTERNATIVE METHODOLOGIES THAT WERE ADOPTED DURING THE PANDEMIC.** ”

PANEL DISCUSSION ON Locating Women in the Gig Economy in India

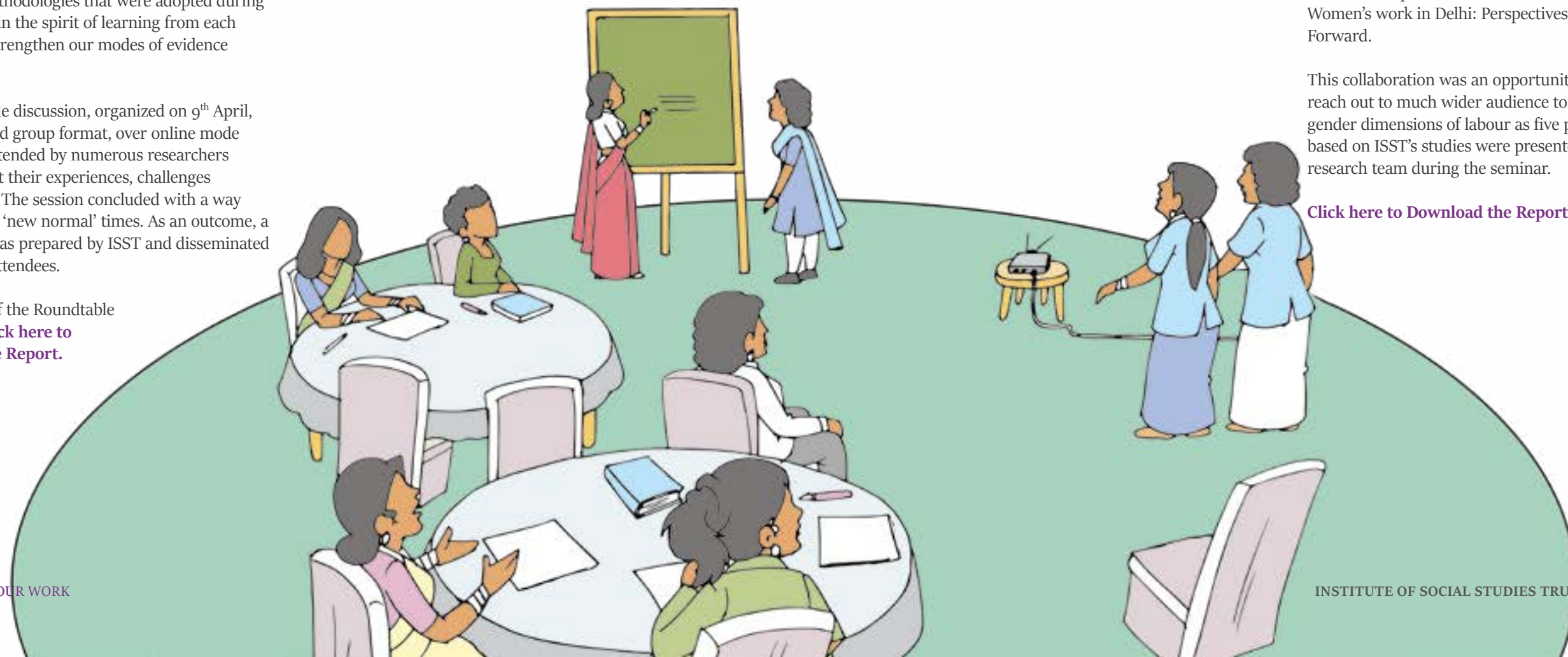
The Panel discussion, 'Locating Women in the Gig Economy in India' was organized on 30th June, 2021. Executed through online mode (Zoom), the purpose of the discussion was to disseminate the findings of ISST's study on Gig Economy, 'An Exploratory Study on Women Workers in the Gig Economy in India'. The panelists for the day were, Anweshaa Ghosh and Risha Ramachandran (ISST project team), Ayush Rathi and Ambika Tandon (Centre for Internet Society), Amrita Gupta (Non-Traditional Livelihoods Network), Dr. Manjunath Gangadhar (Additional Labour Commissioner, Government of Karnataka) and Dr. Noopur Raval (Post-doctoral Researcher, AI NOW). The discussion was moderated by Dr. Govind Kelkar (Executive Director and Professor, GenDev Centre for Research and Innovation).

WOMEN'S WORK IN DELHI Dimensions, Challenges and Emerging Issues

In collaboration with the Institute of Human Development, ISST conducted a 2-day virtual seminar on August 17-19, 2021, that aimed to understand the multiple facets of women's paid and unpaid work, gendered occupational segregation, lack of upward mobility within the existing patterns of work and social security benefits in the informal sectors of employment in India with a special reference to Delhi. The workshop focused on the barriers to women's economic empowerment and sought to offer concrete suggestions to address these by working towards engendering existing policies and programmes. On the first day, after the keynote address, 2 sessions were held, first on Women's work and challenges faced by women in informal work and second on Addressing constraints on Women's work. These were followed by sessions on Adolescent aspirations and future of Women's work, Women's work during Pandemic and creating opportunities. The workshop ended with a Panel discussion on Women's work in Delhi: Perspectives and Way Forward.

This collaboration was an opportunity for ISST to reach out to much wider audience to highlight the gender dimensions of labour as five presentations based on ISST's studies were presented by our research team during the seminar.

[Click here to Download the Report](#)



CSW – 66 SKILL TO WORK TRANSITION Empowering Women through Non-traditional Livelihoods

ISST co-hosted the webinar ‘Skill to Work Transition: Empowering Women through Non-Traditional Livelihoods’ along with the Non-Traditional Livelihoods Network (NTLN) on 16th March, 2022 as a parallel session during the Commission on Status of Women – 66 an event hosted by UNWOMEN New York. Given the context of access to education, skills and its transition to a decent job in an ever-changing market with decreasing state-led investment in social development, education, health and increasing private market with limited access to the marginalized along with situations such as the Covid-19 pandemic which has completely altered the way job markets function; the session’s objective was to discuss the roadmap of gender-inclusion within education and skill building with respect to investment and policies as well as introduce non-traditional livelihoods (NTL) as an approach that ensures women’s access to “livelihoods with dignity” and an appreciation of how this could help reclaim the politics of women’s effective economic empowerment.

“THE SESSION’S OBJECTIVE WAS TO DISCUSS THE ROADMAP OF GENDER-INCLUSION WITHIN EDUCATION AND SKILL BUILDING WITH RESPECT TO INVESTMENT AND POLICIES AS WELL AS INTRODUCE NON-TRADITIONAL LIVELIHOODS (NTL) AS AN APPROACH THAT ENSURES WOMEN’S ACCESS TO “LIVELIHOODS WITH DIGNITY”.”

The three key questions for the panel were,

1. **What are the macro level challenges including policy and investment with regards to women’s education which leads to skill gaps in a way that disallow women to enter decent jobs in the market;**
2. **What spaces does the changing nature of work create for women’s inclusion and what are its challenges and;**
3. **How do NTLs disrupt traditional livelihoods programs and challenge us to think deeper and differently about women’s economic empowerment, and how can this approach be integrated into and improved upon more traditional livelihoods to enable access to decent jobs, especially in the present Covid -19 pandemic.**

The panelists, Ms. Cecilia Soriano (Regional Policy and Advocacy Coordinator, ASPBAE), Ms. Nikita Bengani (Youth Development Head, Quest Alliance, India), Ms. Anweshaa Ghosh (Research Fellow, Institute of Social Studies Trust, India), Ms. Sukti Dasgupta (Chief - Employment, Labour Markets and Youth Branch, ILO), Ms. Amrita Gupta (National Coordinator, Non-Traditional Livelihoods Network) and Dr. Karuna Onta (Social Development Adviser, Governance and Service Delivery Team (GSDT), British Embassy, Nepal) carried an enriching discussion while sharing their individual experiences from their research and work.



Photo Courtesy: voanews.com



35th GENDER AND ECONOMIC POLICY DISCUSSION FORUM

Understanding body politics in the context of 'big data' and the information society

The Gender and Economic Policy Discussion forums have become an annual event for ISST. Continuing for the last 10 years, these forums are organized in collaboration with the Heinrich-Boll Stiftung, India.

The first forum for the year 2021 was organized on "Understanding body politics in the context of 'big data' and the information society" on 31st August, 2021. The panelists for the discussion included Dr Anja Kovacs (Director, Internet Democracy Project), Rohini Lakshane (Technologist, Public policy researcher) and Brinda Lakshmi K (Queer-feminist researcher and activist). The chairperson was Bishakha Datta (Executive Director, Point of View).

The discussion aimed to understand what it means to reframe our existing data-based governance frameworks through an embodiment lens. We wished to explore whether gender-transformative interventions could ensure that the rights and freedoms of the less powerful on their data and their bodies are protected in the digital age. All the presentations noted that many aspects of the physical body are being translated into digital code and information on an everyday basis. Moreover, data and technology-mediated governance impose several threats to our bodies and individual freedoms by continuously encroaching upon multiple spheres of our lives. The panelists raised critical questions around disembodied approaches that inform emerging technologies and data governance such as data being privileged over bodies, data being used to

discipline bodies particularly of poor and lower caste workers. It was noted that when conceptualized from a disembodied perspective, these systems can strengthen long-term social inequalities, deepen identity-based discrimination, erase social realities of marginalized communities and risk-biased decision making through AI-based technologies. In the wake of the pandemic, there has been an increase in surveillance and policy responses informed by 'big data' and the heightened surveillance has further intensified the policing of data and bodies. All the speakers referred to the power relationships and underlying privileges in these systems and spoke about how we could work to challenge these bodies of power. There was a strong argument to put bodies back into the debate on data politics as it showed in a much starker profile the problems with the current architecture.

Policy Brief for Understanding body politics in the context of 'big data' and the information society.

36th GENDER AND ECONOMIC POLICY DISCUSSION FORUM

Shifting masculinities in contemporary India and everyday implications on gender inequalities

The second forum on "Shifting masculinities in contemporary India and everyday implications on gender inequalities" was organized on 26th November, 2021. Prof. Radhika Chopra (Former Professor of Sociology, University of Delhi), Renuka Motihar (Independent Consultant), Manak Matiyani (Executive Director, The YP Foundation) with Dr Ravi Verma (Regional Director, ICRW Asia Regional Office) as the Chair, were kind to agree to be the panelists for this forum.

The forum was to offer critical reflections on the shifting masculinities within contemporary India and its everyday implications on gender inequalities and gendered marginalization. The discussion aimed to explore how men and masculinities are adapting, struggling and transforming in these changing times?

What are the key norms around masculinity that are resistant to change and result in backlash, confusion, and struggle?

What are the realities of engaging men and how does the concept of hegemonic masculinity inform practical and on-the-ground work by those who try to change men's behaviour to build gender equity?

What could be the non-dominant models of masculinity that represent gender equity in pro-feminist ways?

And finally, how could we move towards achieving transformative masculinities and promoting gender justice in a post-pandemic world? These were some of the questions addressed during this discussion.

The panelists brought out some of the key issues such as growing ambivalence among men as they adjust to the changing geographies within which their masculinity is based, the push backs particularly during the pandemic, the silences around non-dominant masculinities involving nonviolent practices such as unpaid care work, and the challenges and shortcoming in the gender transformative programs. The panelists discussed caring and supportive practices of men which are seen to violate gender norms, which may arouse opposition within their families and is often unacknowledged.

There was a call to track, document and engage with these practices to bring greater visibility and to normalize such practices.

There was also recognition of centrality of caste, class, religion and sexuality among others in understanding how masculinities are constructed and how men think of themselves as they are going up. It was also noted that the digital access became a new frontier of masculinity during the pandemic with younger men regulating and controlling the access to important digital information and news.

INSIGHTS

The shift to the online platform for public engagement has become the 'new normal' during the global coronavirus pandemic with restrictions on in-person meetings. There has been a greater ease and comfort among the panellists and participants with respect to the online format, although some management issue was experienced in the last forum. Virtual attendees and panellists actively participated in the discussions using the chat function by posting comments, asking questions, responding, sharing digital material and interacting with other participants. Online events have also provided the opportunity to record our events, share it through youtube and disseminate it further among our networks allowing for a wider outreach among registered participants and others who may have otherwise missed the event.





EVALUATION

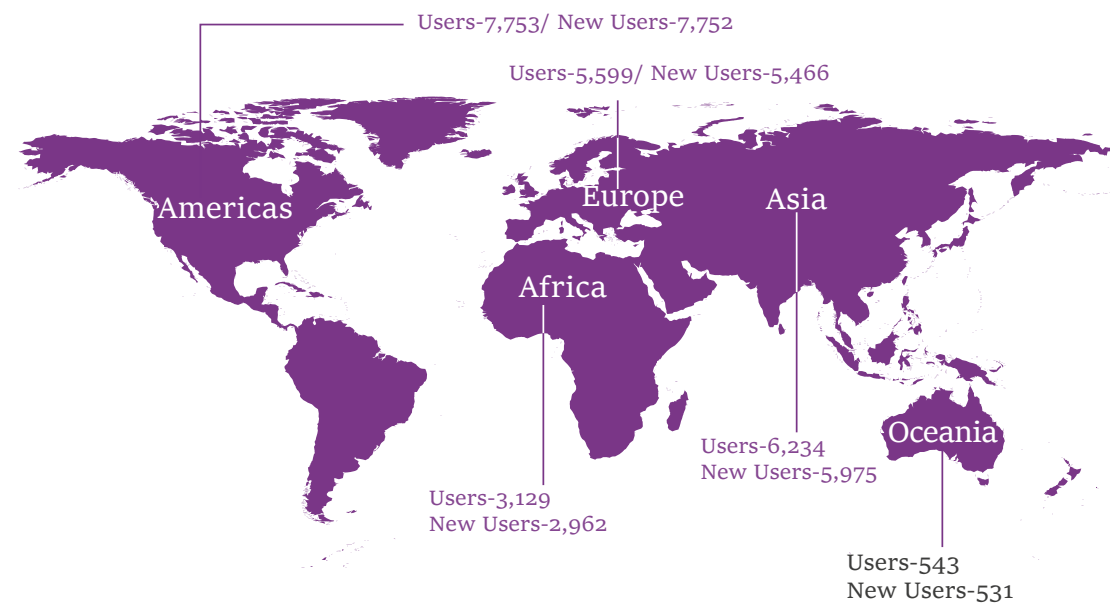
ISST has been a part of the Global evaluation community for a long time. In furthering this purpose, following initiatives have been taken:

- Online Community on Gender and Evaluation
- 3rd APEA Conference and EvalFest 2022

ONLINE COMMUNITY ON Gender and Evaluation

Gender and Evaluation community of practice hosted by ISST, also serves as knowledge sharing hub for EvalGender+. By the end of March 2022, the community had crossed 5000-member mark from across the world - evaluators, researchers, NGO staff, policy makers and grant makers with largest number from North America.

	Members	March 2022
	CoP Members	5100
	Twitter followers	4580
	Facebook likes	1902
	LinkedIn Group	82



Regional profile of users of the Gender and Evaluation Community

Knowledge Sharing

During the period, we had the following number of postings:

- 38 blogs
- 150 events

Webinars

We organized several workshops and online events in which members came forward to host and share their experiences. The topics were Software for Qualitative Data Analysis: A Good Servant or a Bad Master, Participatory video and Infusing Arts in Evaluation.

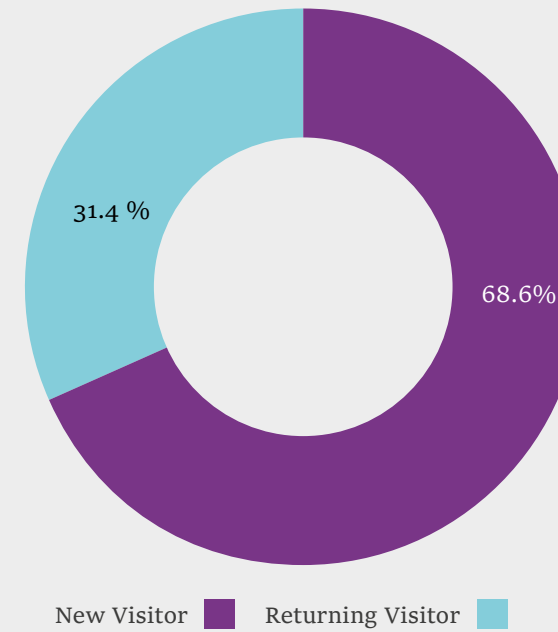


Figure: Percentage of returning and new visitors

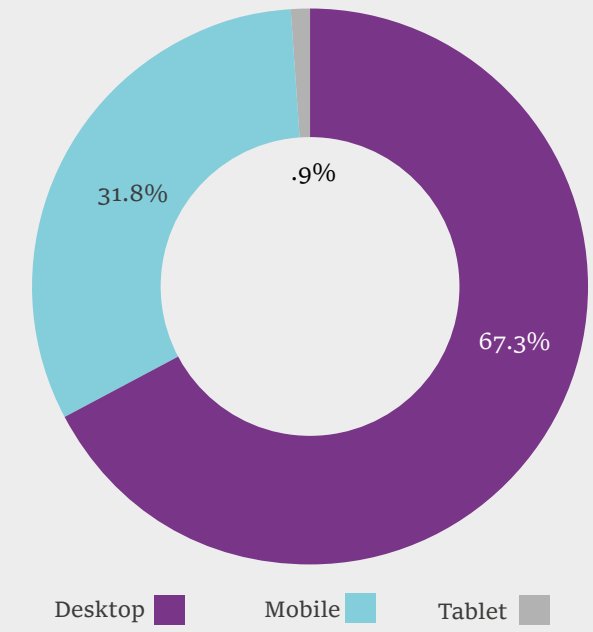


Figure: Percentage of medium of use

ISST collaborated with F3E, a large Francophone network to host a workshop on inter-sectional lens in evaluation which was attended by nearly 100 participants. This gave us the opportunity to learn from Francophone colleagues, though there was some difficulty due to language barrier. Infusing Arts in Evaluation drew a lot of interest as courses and trainings on the topic are not commonly available. This theme continued as two members posted poems in the community. Members also got several resources as members shared their publications around gender and evaluation.

We had multiple blogs around intersectionality lens with gender, disability, caste etc. We also had blogs on participatory approaches like research led by deaf.

“The ethics of sharing data is a wonderful opportunity to engage with ourselves as so-called evaluators and I think that participatory analysis is absolutely fundamental to participatory processes and to empowerment.”, Ian Davies in his blog.

We also saw enthusiastic response from the members to the call for decolonization of evaluation.



“ THE ETHICS OF SHARING DATA IS A WONDERFUL OPPORTUNITY TO ENGAGE WITH OURSELVES AS SO-CALLED EVALUATORS AND I THINK THAT PARTICIPATORY ANALYSIS IS ABSOLUTELY FUNDAMENTAL TO PARTICIPATORY PROCESSES AND TO EMPOWERMENT. ”

3rd APEA CONFERENCE AND EvalFest 2022

The Conference organized four half-day sessions in the area of capacity development in evaluation. Among those four sessions, two half-day sessions were exclusively designed for the young and emerging evaluators. The workshop on ‘Career Development in M&E for the Young and Emerging Evaluators’ (YEEs) was delivered in two parts.

The first session covered four distinct modules:

1. Why pursue a career in evaluation
2. Careers in evaluation
3. Core competencies of professional evaluators, and
4. Building technical knowledge and skills. The second session involved two modules that included
 - i) Self-awareness related to the evaluator competencies,
 - ii) How to use this self-awareness,
 - iii) Overcoming career challenges, and
 - iv) Planning next steps.

Both sessions were delivered through a combination of presentations, individual exercises and small group exercises and discussions. Through a feedback survey, it has been recorded that the YEEs felt more equipped to pursue a career in evaluation and that the exercises and content from the sessions were useful. The survey results indicated towards a high level of satisfaction with most aspects of the training. Opportunities for improvement were noted in relation to the timing of the sessions and the presenter. Participants were also asked about how their knowledge, understanding and motivation regarding pursuing an evaluation career had changed following the sessions. More than 100 YEEs joined the sessions on career development in M&E. The second workshop on Program Evaluation and Process Monitoring Framework introduced program evaluation and monitoring tools and methods. One part of the workshop focused on process monitoring and process evaluation. The session explained various types and processes and presented the entire process infrastructure that is needed for effective process monitoring. The second part of the workshop highlighted

“ THE WORKSHOP WAS ATTENDED BY MORE THAN 110 PARTICIPANTS ACROSS THE WORLD. THE PARTICIPANTS PRESENTED THEIR EXPERIENCES AND ASKED RELEVANT QUESTIONS TO THE WORKSHOP FACILITATORS. ”

the need to have a flexible process evaluation plan that enables the team to deal with any eventualities encountered while the evaluation is going.

The workshop was attended by more than 110 participants across the world. The participants presented their experiences and asked relevant questions to the workshop facilitators. The fourth workshop “Designing and Evaluating for Complexity: Innovative Approaches” provided hands-on training and practical guidance for designing and implementing responsive evaluations for complex programs and interventions. The participants of the workshop got benefitted from the case studies and examples that were shared with them. Another short workshop was organised on measurement of gender outcomes. The session covered the measurement issues of gender outcomes, such as gender norms, agency, attitudes, empowerment, and behaviours, in the context of impact evaluations. The workshop

provided an overall gender perspective to the young participants. Around 60 participants joined the session on gender outcomes. Apart from the workshops, a series of panels and roundtables were organised under the main conference. A roundtable was organised on the role of YEEs in building the Evaluation Ecosystem. The session came out with some concrete recommendations on how the YEEs might contribute in building the evaluation ecosystem, both at national level and at the regional level. The Conference provided a space to the young professionals in contributing in some other technical panels including in the panel on national evaluation systems. The session on the Prospects of M&E education in Asia Pacific provided a scope to the YEEs to listen and contribute in the discussion. Finally, the Conference provided a space to the EvalYouth Asia group to launch “Brown Bag Series on Regional Evaluation Strategy”.

EvalFest’2022 was a successful initiative in bringing various YEE networks together on one platform to share their ideas and listen to the global experts from the field of evaluation in order to take appropriate next steps in strengthening the evaluation ecosystem by consolidating youth energy and enthusiasm from the entire Asia Pacific region and beyond.



DR CHAYA DEGAONKAR
ADDITIONAL CHIEF EVALUATION OFFICER
KARNATAKA EVALUATION AUTHORITY

“ The knowledge sharing and exchange on evaluation system was very rich and amazing. It provided a deep dive in evaluation for all. It definitely has raised confidence levels in building a strong and sustainable evaluation ecosystem for evidence based policy to maximize welfare. ”

“ The session was an excellent opportunity to learn more about Asia Pacific Countries’ diverse national evaluation policies & systems. The unique set of speakers offered various and distinct lessons & experiences that can be used to help boost the development of NEPS in other counties. ”



ANA ERIKA LAREZA
CO LEADER | EVALYOUTH ASIA



DR. AKI YONEHARA
PROFESSOR, TOYO UNIVERSITY
IIT-DELHI

“ In order for us evaluators to reach the ‘last mile’ community and to extract the values of those left behind, it is inevitable to communicate with them – such methods as appreciative inquiry and photo elicitation will open the ways of substantive communications beyond languages and empower them. Participatory evaluation can lay a path toward the last mile. ”

“ To build strong evaluation ecosystems we must involve the Young and Emerging Evaluators in shaping the ecosystems, involving them today will shape the world tomorrow and leaders must listen. We promise and commit to continue advocating and strengthening evaluation culture and ensuring Young and Emerging Evaluators are in on it. ”



MARK MULOBI
CO-CHAIR | AFREA YEE NETWORK

CAPACITY BUILDING

ISST has earlier offered online course on Facilitating Gender Dimensions of Labour. An updated version was developed this year, which was called FGTE 2.0 and was offered to early and mid-career professionals. The objective is to engender the evaluation ecosystem.

In 40th year of ISST, an idea was mooted that a curriculum could be developed based on the vast number of studies and understanding developed in the domain of women and work. The curriculum development took nearly 2 years and this year, the course, 'Women and Work – Making it Count' was launched.

- **Online Course:** Curriculum on Women and Work: Making It Count Online Course
- **Online Course:** Facilitating Gender Transformative Evaluation 2.0

CURRICULUM ON WOMEN AND Making It Count

The project on curriculum on women and work, using existing literature produced by the ISST, attempted to highlight the issue of inadequate recognition of women's work in social and policy discourse. In the light of this, the team with external support from experts, designed a course which focused on highlighting social, economic and political dimension of women's work and the interconnection between them.

The curriculum was broadly premised on three modules which discussed in detail and at length the structure of Patriarchy, State and Market to showcase, to make visible, the contribution of women's work and labour. The course was conducted online for 10-weeks with the support of ISST team and facilitators, different for each session. Team has successfully run the first iteration in September-December 2021 with up to 30 participants. Since this was the first iteration and there is a huge scope of work in the project, the team engaged in an extensive feedback process with the participants as well as facilitators. The feedbacks were organized in two formats. First, telephonic feedback for reviews on overall experience, facilitator's engagement, challenges, key take ways and technical issues. Secondly, module-wise feedback on contents of the module, pedagogical tool, reflective understanding of concepts, relevance of topics in personal and professional areas, and co-learning in the digital space.

“... THAT WOMEN'S LABOR IS LOCATED IN THE BODY AND WOMEN'S WORK FEATURE MORE OFTEN IN THE 'PROVIDING' OF CARE AND SERVICES AS COMPARED TO 'PRODUCING' PERHAPS. ”

-PARTICIPANT,
CURRICULUM ON WOMEN & WORK

“ MY FIRST UNDERSTANDING OF WOMEN AND WORK WAS MAJORLY SHAPED INSIDE THE DOMAINS OF MY HOUSEHOLD.”

-PARTICIPANT, CURRICULUM
ON WOMEN & WORK

The team is working towards documentation of the course which will bring together the exhaustive journey and process undertaken to shape a one of its kind courses. Alongside, the team is also in the process of preparing for the second iteration in November 2022. The second iteration will be in a residential, face-to-face format where participants will be called upon at one place and will be physically interacting with the host as well as co-participants.

FACILITATING GENDER TRANSFORMATIVE Evaluations (FGTE 2.0) Course

FGTE 2.0 was a re-launch of the ISST's Gender Transformative Evaluation course, done earlier in the year 2018 over the Moodle platform. The purpose of this iteration was to apply the learnings from the previous course and relaunch the course in a new manner with improved pedagogy to engage the participants in a better way. FGTE 2.0, thus, was a self-paced, module-based, 10-week long online course for early to mid-career evaluation and development professionals to enable them to bring in the critical gender lens to evaluation. In particular, the course introduced its participants to feminist evaluation ethics and principles, as well as an array of evaluation approaches.

The first iteration of the course began on December 1, 2021 and ended on February 16, 2021. A total of 35 participants from 6 countries in South Asia had enrolled. We succeeded in keeping them engaged for the full course. All these 35 participants were felicitated in an online convocation event conducted on zoom and live on facebook on 31st March, 2022. As a part of feedback mechanism, a series of testimonial videos were recorded with cooperation from the participants. These were later shared on the social media platforms and are also available on our YouTube channel. [YouTube](#)



The convocation ceremony, conducted over zoom, felicitated the 35 participants who completed the course.

COMMUNITY OUTREACH

Saathi Centre

For almost two decades, ISST's community team has been engaging with the people in the neighborhoods of Kalyanpuri, Trilokpuri, Khichripur and Khora. It was some 16 years ago, seeing the community team's interest in working with the community, the Kalyanpuri Police Station themselves gave some space for a centre where ISST's team could work with children from the neighborhood on education, health, etc.

Majority of the families in this neighbourhood are engaged in domestic work, daily wage work, street vending or jobs with low skill requirements. The literacy levels are also low in this area. The main requirement from parents in this area has been to provide academic help and skilling in traditional and non-traditional livelihood opportunities to the children. As a result, for many years now, ISST's Saathi Centre team has been working with these children on education, confidence building, age-appropriate activities, vocational training and relevant upskilling for employment opportunities and thus has evolved into a learning space for young children as well as young adults, especially girls. All these activities are undertaken under different projects. Below is a table with details on the two major projects at the Saathi Centre.

1. Bachpan Programme (an Educational Programme for the Young Children from underprivileged Communities)

The program, supported by WIPRO Cares, provides support in school education for the children in the age-group of 3 and 15 years with the focus to build character and personality while ensuring school admissions, readmissions of school dropouts and assistance in accessing the 25% EWS quota in private schools. This year, some new components that were introduced under the programme included mobile library for the community, Early childhood education and identifying and assisting regular school for dropouts.

2. Youth programme

The programme aims at enhancing the life chances and employability of adolescents and young children through enhancing and supplementing their education with computer literacy programme, functional English courses to strengthen their communication skills, group discussion and life skill workshops. Through life skill and group discussion, specific topics are covered like: gender, POCSO and POSH laws, emotional well-being, career counselling and social and community responsibilities, etc. These types of workshops help them to overcome the problems they get stuck in. Periodic vocational training programme on trades such as mobile repairing, carpentry, crafts, tailoring and dress designing, electrician, plumbing, photography, videography, web designing, Photoshop, etc. is also provided. In addition, a library is running for them. Apart from that, the Saathi Centre provided RTI training workshops for the youth and divided them into groups to provide support in community development programme. The team believes that this tool makes them more powerful to get status of work from govt. agencies and it will help them to make their community better. Career counselling sessions are also provided to the young adults. While these projects might be different, they are executed through series of activities targeting children of appropriate ages which ensures there's no clash within these projects.

While these projects might be different, they are executed through series of activities targeting children of appropriate ages which ensures there's no clash within these projects.

Pandemic and the changes it brought...

During the first wave of COVID-19 in 2020, the team took upon itself to engage in relief work and provide supplies to as many people as it could. However, the period of second wave in 2021 was more about coping up with the lags and adapting newer ways



of continuing the work which had already been affected a lot. In the initial months when lockdown was imposed, the team helped the children get accustomed to the newer online mode of education and also coordinated with teachers at the nearby government schools for arranging worksheets and helped the children submitting the work. As the centre is a safe space for children, closing it down beyond required time period would not have served our purpose. Thus, maintaining COVID protocols, the team reorganized its work and started calling children in batches to avoid any kind of overcrowding at the centre.

Another essential segment of their work is engaging with the community. The team was able to do this through regular field visits. The team also developed a 'communication package', a specific set of messages that was sent to children, specifically and community at large. The team also initiated vaccination drive, relief work and field visits on the belief that the role of Saathi centre is not just to run a centre for children

but to also respond to the challenges faced by the community at large. For all of this, the Saathi team equipped and trained itself at both professional and personal level, in whatever way they could. Overall, during the covid period, the dynamic approach of team in developing strategies, plans, tasks and executing them, helped them to sustain and deliver successfully.

Activities at the Saathi Centre (2021-22)

1. Vaccination Drive

Through the numerous field visits of the Saathi team, it came out that there was a lot of hesitancy in the community regarding the Covid vaccine. There were various rumors spreading in the community as a result of which people were afraid of getting the vaccines. Add to it the scarcity of vaccine in the initial days. Therefore, as a part of its response to Covid-19 and challenges faced by the community,



Glimpses from the Vaccination Drive by our Saathi Team which enabled a large number of people in booking slots and getting vaccines in time.



Group photo from the exposure trip to 'Doosra Dashak' in Rajasthan.

the Saathi centre team organized a vaccination drive in the nearby communities wherein people were educated on the benefits of getting vaccinated, they were encouraged to book slots for themselves and in case they were unable to, the team members booked the same for them. In numerous cases where individuals had no one to accompany them to the centre, the saathi team members themselves took the responsibility of getting such people vaccinated. Through all these efforts, the Saathi team was able to spread a positivity around vaccination in the community and themselves assisted over 700 individuals in getting vaccination.

As soon as the vaccination for the age group of 15+ years children and precaution dose for 60+ adults started, the Saathi centre team once again buckled up and started the vaccination drive. They were able to help around 100 children from the community in getting the vaccine.

2. Mother Daughter pairs exposure trip to Doosra Dashak, Phalodi, Jodhpur

An exposure trip was organized from 1-3rd September, 2021 with a group of 12 mother-daughter duo with the objective of overcoming communication barrier that often develops between adolescent girls and mothers and create a 'champion' in the

INSIGHTS

Additionally, the team, during vaccination drive came across some families which were not able to access the free ration given by the Delhi Government due to absence of ration card. ISST helped 50 such families with preference to single-woman headed households. The team also helped 17 auto and cab drivers in getting the assistance amount of Rs.5000 provided by the Government of Delhi.

family who could support the educational and work aspirations of young adolescent girls. The three-day trip exposed the group to their rural counterparts in Jodhpur and their efforts in getting their girl child educated such as walking few miles to schools, challenging the much prevalent child marriages through education, etc. While the group realized their privilege in access to schools and availability of education, the trip also provided a safe space and exclusive time for the mother-daughters to be closer, converse and understand each other better. An immediate and wonderful outcome of this exposure trip was that the mothers on returning formed a group, took out time to learn theatre skills and showcased a play on generation gap at the Saathi centre's annual BalUtsav.

3. Doosra Dashak's team visit at Saathi centre

In a beautiful effort of partnership, the Doosra Dashak team visited the Saathi Centre in November, 2021 with the intention of understanding the work done at the centre. They were made aware of the programmes of the Saathi centre and were also

introduced to the community. They not only met the group that had visited them in September but also conversed with others in the community. The visit helped both the teams realize the similarity in their work and bond for future collaboration.

4. International Women's Day Celebration

The Saathi and Yuva Saathi Centre celebrated this year's International Women's Day with 109 women from the community. These women were associated with the Saathi Centre either directly or through their children. Two activities were organized for these women. The first, 'mirror activity' was to initiate a discussion around power dynamics within the family as well as society at large. The second activity i.e. paid-unpaid activity was done to see women's understanding on these and further have a discussion. The celebrations concluded with a small curation by the children of Saathi and Yuva Saathi Centre in collaboration with 'Kahani Ki Dukaan (KKD) Foundation' where they narrated some stories written by them, backed up by music from the KKD group.



An adolescent from Yuva Saathi Centre sharing her story at Balutsav'21 accompanied by Kahani Ki Dukaan team



5. Collaboration with National School of Drama (NSD)

Saathi Centre collaborated with National School of Drama and prepared a play on National Freedom Fighter, "Birsa Munda", called "ULGULAAN" with a group of 25 children in the age group of 8-12 years. The group had 21 girls and 4 boys. The collaboration helped in introducing children to the art of theatre. The play was presented at Sanskar Bharti Kala Sankul theatre, ITO, New Delhi.

Apart from all these activities, the Saathi Centre continues to conduct the Remedial classes where the team provides academic support to the children in the community in the form of age-appropriate activities, activity-based learning, activities to improve mental mathematics, confidence building at their comfort and so on. With the COVID restrictions and protocols,

the centre in the year 2021-22 accommodated 159 children out of which 75 were girls and 84 were boys. 32 children were a part of the Early Childhood Program, of which 17 were girls and 15 were boys.

Community Help Desk

In being responsive to the needs of the community, the Saathi Centre continues to have a Community Help Desk where people from the community come with their queries on complaints, RTI, admission to Open Schools as well as government schools, registration for IGNOU and other concerns regarding caste certificate, birth and death certificate and so on. The Saathi team provides the required support on these issues. Since the centre was closed quite often due to COVID restrictions, 35 people could be assisted in the same.

INSIGHTS

The Saathi Centre name actually is an incorrect term for the range of activities that the team undertakes which has a strong focus of also responding to the needs of the community. Despite limited funds to take up regular community engagement, the team has built strong bonds with women and youth over the years. Taking up the awareness drive and the vaccination drive are evidence of the strong community orientation of the team.



Yuva Saathi Centre

More than 5 years ago, the research team of ISST did a study to examine the life of adolescent girls of Kalyanpuri to understand what it will take to achieve their aspirations. As the students who joined Saathi centre graduated through class 10, class 12 and even graduation, there was a need felt to examine their specific needs as adolescents and young adults.

Through this research, ISST got insights into the life of adolescents where the lack of safe space, absence of guidance while pursuing a career, not enough awareness regarding educational prospects, and gendered norms were restricting adolescent girls in their social and physical mobility. In 2017, this analysis encouraged our research team to think about this issue beyond the academic community and led to the project, 'An Enabling Environment for Realizing the Aspirations of Adolescent Girls in Slum Settlements in Delhi. Through this project, a separate space that caters specifically to the youth of Kalyanpuri, Trilokpuri and Khichripur was set up. Many of the youth were previously part of the saathi

centre activities. This Yuva Saathi Centre addressed the need to create a safe space for young boys and girls to express their thoughts and feelings that were often seen as challenging authority and were also about exploring new possibilities.

Most of the families come from underprivileged backgrounds with a lack of resources. There are several negative influences such as easy availability of drugs, alcohol, betting in the area. Adolescence is a difficult phase of transition for most people and the challenges of youth in this underprivileged area are no different – competing attention to studies, friendships, relationships, need to support family can all cause stress. The Yuva Saathi Centre here plays an important role by providing them a space where they can express themselves, share their feelings and also engage in multiple activities such as theatre, street plays, etc. to channelise their thoughts and energies. Along with these activities, regular workshops are also conducted to create awareness and start conversations around gender, their understanding of



Cover photo of the podcast, "Kisse Kalyanpuri Ke".



'Nukkad Natak' by the children at Yuva Saathi centre during Vaccination Drive.

gendered work, gender-based violence and reflective topics from the community. The adolescents are also counselled on traditional and non-traditional livelihood skilling, skilling opportunities, vocational education and so on.

Following activities were undertaken with the adolescents during the year:

Found of all four (Kahani ki Dukaan)

In November, our team with Found of all four worked with both school-going adolescents and out-of-school adolescents on enhancing their storytelling skills. This activity aimed at understanding the process of observing the environment and then imagining and developing the story out of it which would later be narrated with expressions. At the end of six months, a group of six adolescents were taken to a recording studio at Shahpur Jat for recording their stories which are now available on Spotify.

 [Listen to the stories here.](#)



Atelier theatre group

Yuva Saathi centre collaborated with the Atelier theatre group and worked on enhancing the imagination power, critical thinking, public speaking, communication skills, and writing skills of adolescents through theatrical activities. A total of 12 adolescents performed a play named 'BAHUT BADA SAWAL' at Saathi centre in the annual BalUtsav

Vaccination Awareness Nukad Natak

Team of Yuva Saathi centre trained 25 adolescents for Nukad Natak on vaccination awareness. During Covid -19, many people were not aware and sure of the vaccine. Therefore, Yuva Saathi centre took the initiative to develop an understanding amongst the people of Kalyanpuri through Nukad Natak. This was performed in the community of Kalyanpuri with zeal.



ORGANIZATIONAL OVERVIEW

GOVERNANCE

OUR TEAM

LIBRARY

COMMUNICATIONS

POSH

PARTNERS & DONORS



GOVERNANCE

ISST was registered as a Public Charitable Trust in 1980. It has provisions to have a maximum of 12 Trustees. There are 2 sub-committee that have been formed – the Academic Planning Committee and the Finance and Administration committee. Meetings were held in hybrid form or online owing to the Covid situation.

Trustees

- Ms. SAROJINI G THAKUR, CHAIRPERSON
IAS (Retd.)
- PROFESSOR GITA SEN, MEMBER
Former Professor, IIM, Bangalore
- Ms. PADMA RAMACHANDRAN, MEMBER
Former Vice Chancellor, M.S. University of Baroda, Vadodara
- PROFESSOR NIRMALA BANERJEE, MEMBER
Former Professor, Centre for Studies in Social Sciences (CSSS), Kolkata
- Ms. KAMESHWARI JANDHYALA, MEMBER
ERU Consultants Pvt. Ltd.
- Ms. RATNA SUDARSHAN, MEMBER
Former Director, Institute of Social Studies Trust (ISST), New Delhi
- PROFESSOR ASHWINI DESHPANDE, MEMBER
Professor, Ashoka University, Sonipat
- PROFESSOR PETER RONALD DESOUZA, MEMBER
D.D. Kosambi Visiting Professor, Goa University
- DR. SHARADA JAIN, MEMBER
Eminent Educationist, Jaipur

As per provisions, the two meetings for the year 2021-22 were held on 26th August, 2021 and 21st March, 2022

Financial and Administrative Committee Meetings

This committee overlooks the financial and administrative aspects of the organization.

The members of the FAC are:

- Padma Ramachandran, Chairperson
- Ratna M. Sudarshan, Member
- Kameshwari Jandhyala, Member
- Kamlesh Gaur, Member
- Sarojini G. Thakur (Special Invitee)
- Rajib Nandi, Convenor
- Jahnvi Andharia, Ex officio Member
- Nitin Shukla, Accountant (Special Invitee)

As per provisions, the two meetings for the year 2021-22 were held on 24th August, 2021 and 16th March, 2022. A special meeting to discuss and approve the revised personnel Policy was held in November 2021.

Board Meetings (FY 2021-22)

As per the provisions, two board meetings are to be held every year which is to be attended by all the trustees. For the year 2021-22, the Board meetings were held on 27th August, 2021 and 23rd March, 2022.

Academic Planning Committee Meetings

Programmatic Details are shared in this committee and guidance sought on overall direction and way forward. The members of the APC are:

- Ratna M. Sudarshan, Chairperson
- Nirmala Banerjee, Member
- Kamlesh Gaur, Members
- Sarojini G. Thakur (Special Invitee)
- Jahnvi Andharia, Ex officio member
- Anweshaa Ghosh, Convenor

OUR TEAM

Delhi Office

- Jahnvi Andharia, Director and Research Fellow
- Rajib Nandi, Associate Director and Research Fellow
- Monika Banerjee, Research fellow
- Mubashira Zaidi, Research Fellow
- Anweshaa Ghosh, Research Fellow
- Shiney Chakraborty, Research Analyst
- Ashmeet Kaur, Research Associate
- Gurpreet Kaur, Research Consultant
- Risha Ramachandran, Research Consultant
- Prama Mukhopadhyay, Research Consultant

Saeer Pawar, Research Consultant
Sreerupa, Research Consultant
Prateek, Research Consultan
Rituu B. Nanda, Project Consultant
Bijita Dev Sharma, Project Consultant
Monika Sharma, Communications Associate
Nitin Shukla, Accountant
Kamalika Mukhopadhyay, Programme Manager
Mohan Singh, Administrative Assistant
Abhishek Sekharan, Project Consultant
Aayesha Saxena, Project Consultant
Ahana Chakrabarti, Project Consultant
Akila Ramesh, Librarian

Saathi Centre, Delhi

Kamlesh Gaur, Coordinator
Sarita, Bachpan Coordinator
Rajeev Kumar, Field Coordinator
Ivanka Vaish, Peer Educator
Ruby, Bachpan Programme Assistant
Dharmender Kumar, Community Programme Assistant
Pooja, Volunteer

Yuva Saathi Centre, Delhi

Sneha Jha, Project Consultant
Kavita, Project Consultant
Vandana, Project Consultant



Library at ISST IHC Office.

LIBRARY

The ISST library, started in 1984, located at the India Habitat Centre office, offers a specialized and a comprehensive collection of books relating to gender and work. The library was refurbished digitally in accordance with ongoing research priorities, and is hosted in library management softwares, KOHA and DSPACE. The library provides support to scholars, researchers, planners and development agencies across globe while continuing to gain proficiency in digital collection, management and open access to meet the information needed by the staff at ISST as well as other organizations to support learning and research.

Wider outreach of ISST publications through SSRN-Social Science Research Network

SSRN is a worldwide social science network for sharing Social Science based research documents, and gives wide-spread recognition of ISST's work in national & international level and further could be cited by researchers across the world.

Starting this year, all ISST publications from 2016 onwards have been added to the portal. This network, after submission of reports, are reviewed, approved and distributed to different journals. We can also view the statistics regarding number of views and downloads.

Creative Commons

Creative Commons aids in defining the scope for the usage of ISST publications in terms of the right to share, use and build upon the work created by us. It promotes open sharing and defines the nature of use of the publications.

ISST Library has given creative common's license to our latest publications from 2020 onwards and the license used is CC BY-NC-ND: where the full form indicates the following

BY – Credit must be given to the creator

NC – Only noncommercial uses of the work are permitted

ND – No derivatives or adaptations of the work are permitted

Library Software Koha

Koha – the open source library software has been moved to the Cloud with the updated version to increase its availability, accessibility and scalability along with cost savings. Under Koha - Books, Reports, Journals and other resources are catalogued using OPAC (Open Public Access Catalogue). It aids the user by saving their time and effort. With the help of Flash feature in KOHA, new arrivals of Books and other documents are easily identified at a faster pace. <http://103.211.217.103/>

This year the process of cataloguing the books at Library of the Community Centre using the Koha software was started.

Digital Repository

DSPACE – serves as the repository of all ISST publications. This Digital library repository was also moved to the Cloud with the updated version and is maintained by recent addition of digitized publications. ISST library continues to enlarge its digital repository of digital content including research reports, publications, working papers, monographs and annual reports. This allows for public access and also acts as a storehouse of knowledge to researchers, policy makers, and readers across the globe. It had various communities like ISST research Collections, ISST Evaluation Reports, Other Institutional Publications, Weekly Newspaper Clippings Archives, etc., <http://103.211.217.103:8080/jspui/>

Linked to the website, the ISST library provides various information services on a regular basis to facilitate the dissemination of its resources. Below are some highlights of our information services:

Compilation of Newspaper and Current Journals Content

Started over five years ago, this service, in the form of emails, provides regular summation of articles from various newspapers and nearly 12 to 15 gender-based journals on gender related issues and allied subjects on a quarterly basis. There are around 300 recipients of the service including ISST Staff and partner researchers.

An archive, consisting of all the newspaper clippings sent till date has also been created on DSPACE, under the community of 'Fortnightly Newspaper Clippings and Current Awareness Service on Gender'. The archive can be accessed at <http://103.211.217.103:8080/jspui/handle/123456789/895>

New Arrivals with Abstract

For convenience as well as to save time of the fellow researchers, the list with new additions to the library also highlights the bibliographical details and document summary.

Reference and Referral Service

ISST Library has been over the years also networking with other gender-based organizations for knowledge and resource sharing. The library also provides personal assistance to its users by directing them to an agency or expert outside for obtaining the required information.

The focus in the coming years will be on rolling out the library's service supporting open access, implementing new systems for digital preservation, and facilitating easy access to research data. The ISST Library services will be guided and driven by information needs of its research faculty and other library users.

COMMUNICATIONS

ISST, as an organization has largely worked behind curtains and connected or networked only through the study launches, seminars, panel discussions and other dissemination events.

The team, however, has been feeling for some time now that there is a need to take the organization's work to a larger audience. Taking a step towards this, an in-house communications person was appointed this year. This marked the beginning of ISST's journey of leveraging communications tools and technology to amplify the outreach of ISST's work. The team received an orientation on the need for branding and how the social media policy must first ask the questions about what is the key message and who are the audience.

Social Media

ISST took its first step and its presence was created over social media platforms such as Instagram and Twitter. We also became active on Facebook and LinkedIn. Since ISST has always believed in sharing the knowledge that is created, we made sure to upload the videos of discussions and webinars over YouTube which would provide open access to a larger audience. Over the span of the year, we have shared updates on projects through pictures and videos, shared information on events and reminded the audience through follow-up posts, shared the activities and projects of Saathi and Yuva Saathi centre through audios, videos and pictures. All these efforts have helped ISST in becoming visible over the social media space amongst its peers.

Newsletter

In its attempt to revive its communication channels, we have re-initiated the process of sharing the Newsletter in Bi-annual format. With this newsletter, the team will be sharing some reflections on their work, journeys and experiences along with updates on ongoing projects.

Website

For past some years, the team at ISST has felt the need to rework on its website. In lieu of this, backend work or understanding the requirements for the website and organizing them for further

communication with web developers has been done. The next steps of getting web developers on board and designing the website will be taken up in the coming year.

Lastly, while communicating our work and issues of social concerns and gender inequities on these media platforms, ISST understands and tries to be responsible and careful about the issues of consent, language, copyrights, etc.

POSH

PREVENTION OF SEXUAL HARASSMENT AT WORKPLACE (POSH) Activities of the POSH committee at ISST

As per the requirements of the Prevention of Sexual Harassment at Workplace Act, 2013, ISST has a POSH Internal Committee. IC members, Ms. Sarita Kandari, Mr. Nitin Shukla and Ms. Sneha Jha participated in training was conducted by Ms. Prerna G. Chatterjee. The annual ISST Personnel POSH training was also organized in the months of December, 2021 at the Saathi centre (Offline) and in January, 2022 (Online) at the IHC office. The resource persons for these training was Barsha and Monika from Partners for Law in Development (PLD). The feedback for the training were shared by the team to the POSH committee and the resource persons.

As per the guidelines, the Committee shares the POSH document with all new recruits at ISST (Full-time as well as consultants) and also sends out regular awareness and information material to the whole team.



PARTNERS & DONORS



EASA External Affairs Spouses' Association



TEAM BUILDING ACTIVITIES

WORKSHOPS AND TEAM MEETINGS

TRAININGS & CAPACITY BUILDING OF TEAM MEMBERS



WORKSHOPS AND TEAM MEETINGS

Apart from the direct project and program activities, what makes for an effective organisation are the internal and often invisible processes such as team dynamics, internal processes and support systems. In this year systematic efforts were undertaken to examine the strengths and weaknesses from the point of building a resilient organization. Workshops and team meetings where team members come together to share their work, enable peer learning and reflection on the connect between their work and the overall organization's goal and purpose were undertaken this year.

Workshops under the Build process

Ford Foundation's grant towards Institutional Strengthening came through in the second half of 2020. At the start of this financial year, a team of two consultants suggested by the donor spent a couple of months to get to know the organization through interactions with the senior leadership, and some of the Board members. Subsequently, three all-team workshops were held to unpack the revised statement of purpose as part of an internalizing process. The idea was to relate it to the work that each of the team members is engaged in and contribute towards the re-thinking of the organizational values and goals, both in terms of its functioning as well as programme designing.

Workshop	Date	Number of Participants
BUILD Workshop (online)	July 19, 2021	30
BUILD Workshop	December 20, 2021	30
BUILD Workshop	March 22, 2022	30

Quarterly Research Workshops

While the team members work as teams on various projects, a quarterly forum for peer learning was initiated from July 2021 onwards. In each day-long meeting, 3-4 teams volunteer to present some element of their work, be it the concept, methodology, analytical frames. This not only allows each project team to take comments from other team members, but also allows the research team to brainstorm on newer ideas and future projects. It would also be a forum from which common capacity building needs could emerge and inputs on specific topics could be provided.

Workshop	Date	Number of Participants
Quarterly Research Workshop	July 23, 2021	20
Quarterly Research Workshop	December 6, 2021	20



Build Meeting with the whole ISST Team on December 20, 2021

Joint Saathi & Yuva Saathi Centre Meetings

The Saathi and Yuva Saathi Centre teams also hold a joint meeting at the beginning of every month. The main objective of these joint meetings is to synchronize the work of both the centres since they operate in the same community. Additionally, these meetings allow the teams to plan their activities in advance. The meetings are joined by the Director, the programme manager, the communications manager as well as on voluntary basis, by the research team members. These meetings, overtime have proved to be helpful in leading to more coordination, connection and understanding amongst the whole team.

Internal Presentations

ISST has been organizing internal presentation for a long time. However, the pandemic halted the process as the team could not get together at one place. In the year 2020-21, the process began once again and following presentations were organized during the course of the year:

Title of the presentation	Presenters	Date of presentation
'Experience of conducting a vaccination drive in North-East Delhi	Saathi Centre Team, led by Dharmender Kumar	July 27, 2021
'Education and beyond: gendered trajectories'	Ratna M. Sudarshan & Mala Khullar	September 8, 2021
'Women Using Progressive Legislation: Reflections on the process of empowerment and participation in the democratic State'	Jahnvi Andharia	December 2, 2021
'Curriculum on Women & Work: reflections on learning and course development of the first iteration of the course.'	Curriculum team led by Monika Banerjee	March 15, 2022

TRAININGS & CAPACITY BUILDING OF TEAM MEMBERS

The team members at ISST undertake various training and capacity building initiatives on their own which has a direct impact on their work and productivity at ISST.

Name of ISST Member	Title of training	Organized by	Duration
Kavita	नारीवादी सफर नामा	Nirantar trust	10 days
Monika Sharma	Masterclass in Communication: How to communicate with Impact	Udemy	Open
Kamlesh Gaur, Rajib Nandi	Radical Transformational Leadership	Dr. Monica Sharma	9 days
Jahnvi Andharia	Practitioner Coach Series - Radical Transformational Leadership	Dr. Monica Sharma	5 days



Build Meeting with the whole ISST Team on December 20, 2021

PUBLICATIONS & PRESENTATIONS

STUDY REPORTS, POLICY BRIEFS & PEER REVIEWED JOURNALS

PRINT & ELECTRONIC MEDIA

PRESENTATION BY TEAM MEMBERS



Study Reports, Policy Briefs and Peer Reviewed Journals

Several of the study teams convert their study reports or specific aspects of the study into journal articles. The list of the study reports, policy brief and articles published this year are listed below

- **Covid-19 Pandemic and Early Childhood Care:** Assessing the Impact on Children Enrolled with Sangini Bal Sewa Centres. (Report)
- **“Domestic Workers and Social Protection”, Improving Access to Social Protection for Domestic Workers in South Asia:** WIEGO Social Protection Programme. (Policy Briefs)
 - Nagaland
 - Kerala
 - Bihar
 - Madhya Pradesh
- **Recognizing Connectedness:** The Practice of Feminist Evaluation (2021), Rajib Nandi & Ratna M. Sudarshan, Zubaan Books (ISBN:978 93 90514 39 7). (Book)
- **Solidarity at the Crossroads: Struggles and Transformations of Domestic Workers in Kerala, “Social Reproduction, Solidarity Economy, Feminisms and Democracy: Latin America and India”** (2021), Rajib Nandi, Palgrave Macmillan (ISBN: 978-3-030-71531-1). (Book Chapter)
- **“Women Entrepreneurs in India: Where Do They Stand?”**, The Indian Journal of Labour Economics 64, 1069-1092, Shiney Chakraborty & Priyanka Chatterjee. (Journal)
- **“Understanding body politics in the context of ‘big data’ and the information society”**, Gender and Economic Policy Discussion Forum. (Policy Brief)
- **Recognizing invisible work:** The women domestic workers’ movement in Bangladesh, Asian Journal of Women’s Studies, Vol. 27, Issue-3, 384-405, Anweshaa Ghosh. (Journal)
- **Women’s work in Delhi:** Dimensions, Challenges and Emerging Issues, ISST-IHD seminar, August, 2021 (Seminar Report)
- **“Shifting Masculinities in Contemporary India and Everyday Implications on Gender Inequalities”**, Gender and Economic Policy Discussion Forum. (Policy Brief)

Print and Electronic Media

🎧 **“Are Domesticity and Domestic Work Different”, Episode 2 of 'Women and Work: Why it Matters!'**, Mubashira Zaidi, Podcast Series by Feminism in India and International Center for Research on Women



🎧 **“Why Are There so Many Women Informal Workers in India?”**, Monika Bannerjee, Podcast Series on 'Hidden Economics of Remarkable Women (HERO)', A foreign Policy Podcast supported by Bill and Melinda Gates Foundation.



📄 **“Wrong End of the K-shaped Recovery”**, Shiney Chakraborty, Bloomberg Quint (Video & article)

📄 **“The life and labour of India's Pastoral Women”**, Gurpreet Kaur, Prateek, Sae Pawar, Hindustan Times (Article)

📄 **“Hustle And Hatred: The 'Influencer' Life Of An 11-Year-Old Indian Girl”**, Shiney Chakraborty for Decode (Comment)

Participation in presentation, workshops and Seminars by team members

Name of ISST Member	Title (Paper/presentation/workshop/seminar)	Name of workshop/ Seminar/ webinar	Organized by
Anweshaa Ghosh and Mubashira Zaidi with Deepta Chopra	Informality: Compounding the effects of COVID 19 pandemic on women	IAFFE Annual Conference 2021, June 29 – July 31, 2021 (Geneva, Switzerland)	Institute of Development Studies, UK
Anweshaa Ghosh	Women Workers in the Gig Economy in India: An Exploratory study	Locating Women in the Gig Economy in India, June 30, 2021 (India)	ISST
Anweshaa Ghosh	Women workers in gig economy in India	Online training programme on Future of Work and Social Protection of Workers, April 29, 2022 (India)	V.V. Giri National Labour Institute
Anweshaa Ghosh	Regulation and Gender in the Gig Economy: National and International Perspectives	Online Training Programme on “Emerging Perspectives on Gender, Labour Laws and International Labour Standard, September 27 – October 1, 2021 (India)	V.V. Giri National Labour Institute
Anweshaa Ghosh	Skilling for Women in NTL: What does it entail?	Skill to Work transition- Empowering Women through Non-traditional Livelihoods, March 16, 2022 (India)	CSW panel jointly hosted jointly by ISST and NTLN, India, online
Vandana	Reflective workshop	Open forum (theatre)	Akshay Khanna
Gurpreet Kaur	Home-based work in Informal Settlements: integrating a lens of women’s livelihoods in urban infrastructure	Women’s Work in Delhi: Dimensions, Challenges and Emerging Issues, August 17-18, 2021 (India)	ISST-IHD
Gurpreet Kaur & Prateek	Research in the Pandemic: Researching Pandemic	Impact of Covid-19 Pandemic on Research Methodologies: Learning and Challenges, April 9, 2021 (India)	ISST
Ashmeet Kaur	Locating the Processes of Non-State Frontline Workers during Pandemic	Women’s Work in Delhi: Dimensions, Challenges and Emerging Issues, August 17-18, 2021 (India)	ISST-IHD
Monika Banerjee	Understanding Care Work as Barrier to Economic Empowerment of Women Informal Workers in Delhi	Women’s Work in Delhi: Dimensions, Challenges and Emerging Issues, August 17-18, 2021 (India)	ISST-IHD
Monika Banerjee	Surviving the Pandemic: Impact of Covid19 Lockdown on the lives of Women Informal Workers of Delhi	The COVID-19 Pandemic from the perspective of the Vulnerable- Learnings Based on Studies Conducted in Sri Lanka & India, GLocal Evaluation Week, June 4, 2021(Colombo, Sri Lanka)	Sri Lanka Evaluation Association
Monika Banerjee	Surviving the Pandemic: Impact of Covid19 Lockdown on the lives of Women Informal Workers of Delhi	Online Training Programme on “Emerging Perspectives on Gender, Labour Laws and International Labour Standard, September 27 – October 1, 2021 (India)	V.V.Giri National Labour Institute
Monika Banerjee	Building Back Together: Childcare an important step on the road to recovery for women workers	International Webinar on September 15, 2021	National Childcare Campaign

Name of ISST Member	Title (Paper/presentation/workshop/seminar)	Name of workshop/ Seminar/ webinar	Organized by
Mubashira Zaidi	Locating Processes of Community Care Provision during COVID19 Lockdown induced Crises. Initial findings of the study were presented.	International Association for Feminist Economics (IAFFE) virtual Conference on Sustaining Life: Challenges of Multidimensional Crises , 22nd -25th June, 2021	Virtual Seminar organized by IAFFE
Mubashira Zaidi	Adolescent Aspirations and Everyday Negotiations	Women's Work in Delhi: Dimensions, Challenges and Emerging Issues , August 17-18, 2021 (India)	ISST-IHD
Shiney Chakraborty	An Analysis of Women Employment Scenario in the Pre- Covid and Post-Covid Lockdown Revival in India in COVID-19 and development – effects and new realities for the Global South	International Conference by UNU-WIDER, 6th - 8th September, 2021	Virtual Seminar organized by UNU-WIDER
Shiney Chakraborty	The Puzzle between Growth and Women's Labour Force Participation in India (with Shaveta Kohli)	International Association for Feminist Economics (IAFFE) Conference on Sustaining Life: Challenges of Multidimensional Crises , 22nd -25th June, 2021. Session Name: Labor Markets on 23rd June, 2021	Virtual Seminar organized by IAFFE
Shiney Chakraborty	An Analysis of Women's Employment Scenario in Pre-Covid and Post- Covid Lockdown Revival in India (with Priyanka Chatterjee)	International Association for Feminist Economics (IAFFE) Conference on Sustaining Life: Challenges of Multidimensional Crises , 22nd -25th June, 2021. Session Name: COVID and Gender Inequality on June 25, 2021	Virtual Seminar organized by IAFFE
Rituu B. Nanda	Community Ownership in Evaluation	Asia Pacific Evaluation Association, July 2021	Virtual Seminar
Rituu B. Nanda	Participatory action research and WASH	International Workshop on Social Norms, Gender and Sanitation Behaviour, IRMA, February 1, 2022	Virtual Seminar
Rituu B. Nanda	Participation and gender transformative Evaluation	DMEO's Second National Conference on Monitoring, Evaluation & Learning 2022, March 17, 2022	Virtual Seminar organized by DMEO
Risha Ramachandran	Women Workers in the Gig Economy in India: An Exploratory study	"Grounded Voices (Zameeni Awazein)", May 30, 2021	National Alliance of People's Movements (NAPM)
Sreerupa	Conceptual and Methodological Issues in Estimating Unpaid Care Work: Comparison of 1998-99 (pilot) and 2019 Time Use Survey. (with Prof Neetha, CWDS)	Webinar: Working for home - data revelations of the 1st National level Time Use Survey, Azadi Ka Amrut Mahotsav Celebration, January 27, 2022	National Statistical Office, Thiruvananthapuram

FINANCIAL SUMMARY



Summary Financial Statement 2021-2022

Summary Statement Annual Income and Expenditure as on 31.03.2022

Particulars	Financial Year 2021-2022 (Rs.in Thousand)	Financial Year 2020-2021 (Rs.in Thousand)
Income		
Interest Income	1,920.00	1,855.00
Donations & contributions	50.00	60.00
Other Income	48.00	87.00
Overhead Charges	2,786.00	3,646.00
Project Grant	32,580.00	23,967.00
Total	37,384.00	29,615.00
Expenditure		
Administrative Expenses	2,210.00	2,825.00
Project Expenditure	32,580.00	23,967.00
Property Expenses	869.00	657.00
Trustee Meeting Expenses	-	-
Total	35,659.00	27,449.00
Excess of Income over Expenditure: 2021-22	1,725.00	2,166.00

Summary Balance Sheet

Application of Funds

Fixed Assets	2,780.00	2,746.00
Investment	51,418.00	21,800.00
Current Assets	21,921.00	34,485.00
Total	76,119.00	59,031.00

Sources of Funds

Balance as per Income and Expenditure A/c	6,153.00	4,450.00
Endowment Fund	21,800.00	21,800.00
Building Fund	433.00	481.00
Fixed Assets Fund	2,348.00	2,265.00
Current Liabilities	84.00	127.00
Project Fund Balance	45,301.00	29,908.00
Total	76,119.00	59,031.00

*Auditors: Thakur Vaidyanath Aiyar & Co. , Chartered Accountants, 221-223, Deen Dayal Upadhyay Marg, New Delhi - 110002.

