



# Annual Report 2018-2019



**Institute of Social Studies Trust  
New Delhi**

*Institute of Social Studies Trust is a Public Charitable Trust registered with the Sub Registrar, New Delhi, vide registration No: 923 dated 25th February 1980, registered at Core 6A, UG Floor, India Habitat Centre, Lodhi Road, New Delhi 110003.*

*ISST is permitted to receive foreign contributions for its work. Its FCRA registration number is 231650070.*

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



## **Message from the Chairperson**

For ISST, 2018- 2019 represents continuity more than change. Its principal engagements, for the most part, had been agreed previously. The year represented an implementation phase with wide scope for new approaches and initiatives. The findings of the ISST research projects have been published in edited volumes, academic journals and web-based newspapers, as well as shared and discussed in various seminars and workshops.

This year ISST entered the second phase of the project on Engendering Policy through Evaluation supported by the Ford Foundation. ISST developed and successfully delivered two cycles of an online course on gender transformative evaluation. Under the Bill and Melinda Gates Foundation (BMGF) funded project titled ‘Creating Momentum for Gender Transformative Programming and Advancing Gender Equity’, the focus was mainly on organising workshops on a vast array of subjects linked to women and work. These were mostly on topical issues such as the newly drafted labour codes, informal work and the care economy and digital dividends for women’s economic empowerment.

The project ‘An Enabling Environment for Realizing the Aspirations of Adolescent Girls in Slum Settlements in Delhi’, located in the community centre and funded by the America Jewish World Services (AJWS), has completed its first phase. It created opportunities for capacity building and exposure to new experiences through gender sensitisation, skill building and mentoring. The Bachpan Programme, sponsored by WIPRO Cares, and the Youth Resource Programme, sponsored by External Affairs Spouses Association Charitable Trust (EASACT), have been able to make a tangible difference in the lives of the children who come to the centres by offering a range of capacity building activities and training.

The Gender Economic Policy Forum funded by Heinrich Boll Stiftung has continued and covered a wide range of issues. The topics covered this year were gender-related aspects related to Fire in the Forest, International Financial Institutions, Air Pollution and Ayushman Bharat. ISST continued producing and disseminating policy briefs based on the discussion in those forums.

In addition, this year ISST completed two short-term research studies, one funded by the Friedrich-Ebert-Stiftung on better quality of life for home-based workers and the other funded by Mobile Creches on the child care issues of informal women workers in Delhi.

Finally, I would like to personally and on behalf of the Board of Trustees recognise, applaud and congratulate the efficient and dedicated team of ISST for the above progress and achievements. This year we have had some expansion of staff on account of the proliferation of activities. I would urge the team to ensure through their commitment and vision that ISST always retains its unique character. I would also like to use this opportunity to thank various agencies and individuals who have helped us in multiple ways during this year.

**Sarojini G. Thakur**  
**Chairperson, Board of Trustees**



## **Message from the Office-in-Charge**

ISST is one of the earliest organisations in India that has undertaken numerous programmes with a vision to bring social change with a focus on livelihood, work and well-being of vulnerable communities from a gender perspective. Through its research programmes, ISST worked towards enabling a space for engendering policy dialogues. ISST's works clearly show its constant attempt to confront, understand, document and change the orientation of the gender dialogue. Over the past four decades ISST has become a leader in developing research and planning agendas with gender equality at its centre.

In the year 2018-19 ISST conducted empirical research, policy forums, roundtables and workshops, an e-learning course, action research and community out-reach programmes that cover some of the major gender issues. These included the paid and unpaid work of women, gendered implications of environment and pollution, child care and gender dynamics, labour codes and social security, digital platforms and challenges, adolescent girls and their aspirations and gender transformative evaluations. All these programmes tried to unpack the major concerns of women workers related to access to decent work and social security, equal rights and empowerment, and gender-responsive child care support for women. At the same time, ISST projects tried to build evidence and identify gaps for possible policy outcomes.

Simultaneously, ISST has been working towards building capacities in gender transformative programming and evaluation in order to advance gender equity and introduce young scholars to contemporary debates on gender and development from an interdisciplinary perspective. These programmes aim to develop a gender-sensitive understanding and introduce a gender-integrated approach in a range of policies and programmes. In the past year ISST conducted two iterations of an e-learning course on gender-transformative evaluations and a six-day national workshop on gender and development in association with the University of Delhi.

In 2018-19, the ISST Saathi Centre continued with its Bachpan Programme and Youth Resource Centre along with an action research programme with adolescent girls and boys. Through these programmes, the Saathi Centre tries to enable young boys and girls from urban slums. ISST works directly with the community at the micro level, bringing its research and capacity building experiences to make a difference in the lives of young people from socially and economically disadvantaged sections of society.

ISST organised a series of policy discussion forums where it invites scholars, government officials, policy makers and development practitioners who engage in a dialogue on different socio-economic issues with a gender perspective. In the past seven years ISST's gender policy forum created a platform for different experiences, perspectives and positions to engage with one another and bring about a positive outcome and way forward with regards to gender issues.

Apart from maintaining a digital repository, ISST continued its News Op-Ed Service for researchers and feminist groups, and shares the work done at ISST on Gender and Evaluation online community. ISST has also published books and research articles to share its experience and knowledge with the widest possible sections of society.

On behalf of the ISST team, I would like to thank our sponsors, the Board of Trustees and my colleagues for their support and cooperation for continuing our valuable work.

**Rajib Nandi**

**Office-in-Charge**

**Institute of Social Studies Trust**

The Institute of Social Studies Trust (ISST) since its inception in 1980 has been committed to the cause of equity and well-being of the poor and the marginalised. It has specifically been working towards bringing the issues and concerns linked to women in all communities to the forefront. Using a gender-transformative approach, the main focus area of ISST's work has been to pursue multi-disciplinary social science research and conduct evaluative studies. While its research work comprises both macro-level policy research and micro research working towards gaining in-depth understanding on specific issues, its evaluative studies have provided a viable means to understand the reasons that lead to shortfalls in programme outcomes. ISST has also been involved in reaching out to the community directly through its outreach centre, Saathi, which works towards empowering women, children and adolescent youth through community mobilisation work, information and inputs on education. The gamut of ISST's activities can therefore be understood as aiming towards bridging the gap between research, action and policy change. These activities primarily work towards:

**Producing empirical research** around women's work, their economic empowerment and well-being

**Promoting dialogue and debate** on issues linked to gender equality and development

**Building capacity** at micro and macro levels for strengthening work around women's issues

**Knowledge Sharing**, disseminating information around gender issues with fellow social researchers and organisations and building solidarity networks

**Reaching out** and making a difference at the community level through small interventions

This report gives a snapshot of ISST research activities, workshops, events, training programmes and knowledge sharing processes that took place during 2018-19. It also gives a detailed account of the activities that were undertaken at the Saathi community centre run by ISST in the Kalyanpuri area.

The following list gives an account of completed and ongoing research and other activities of ISST.

**INSTITUTE OF SOCIAL STUDIES TRUST (ISST) WORK ACCOUNT 2018-19**

**Completed Research Projects**

<b>Research Title</b>	<b>Funding Support</b>	<b>Date of Commencement</b>	<b>Date of Completion</b>
Situating Home, Habitat and Infrastructure: Towards a Better Quality of Life for Home-based Workers	Friedrich-Ebert-Stiftung (FES)	September 2018	December 2018
Re-imagining Childcare and Protection for All: Mapping Vulnerabilities of Children of Informal Women Workers in Delhi	Mobile Creches	August 2018	March 2019

**On-Going Research Projects**

<b>Research Title</b>	<b>Funding Source</b>	<b>Date of Commencement</b>	<b>Expected Date of Completion</b>
Creating Momentum for Gender Transformative Programming and Advancing Gender Equity	Bill & Melinda Gates Foundation (BMGF)	January, 2018	December, 2021
Creating an Enabling Environment for Realizing the Aspirations of Adolescent Girls from Urban Slum Settlements	American Jewish World Service (AJWS)	December, 2017	January 2021
Capacity Building in Gender Transformative Evaluation	Ford Foundation	January, 2017	December, 2019



<b>Other On-Going Projects</b>			
<b>Project Title</b>	<b>Funding Support</b>	<b>Date of Commencement</b>	<b>Current Status</b>
Gender and Economic Policy Discussion Forum	Heinrich Boll Foundation (HBF)	January, 2019	November 2019
Evaluation Community of India (ECOI)	Members of ECOI	October 2015	On-going

<b>Status of Activities at Saathi Community Centre</b>			
<b>Project Title</b>	<b>Funding Support</b>	<b>Date of Commencement</b>	<b>Current Status</b>
Bachpan Programme	Wipro Cares	February, 2017	On-going
Youth Resource Centre	External Affairs Spouses Association Charitable Trust (EASACT) & ISST	April, 2017	On-going

## **ACKNOWLEDGEMENTS**

We are grateful to the following organisations for financial support in the year 2018-19:

- Ford Foundation
- Heinrich Böll Foundation (HBF)
- Friedrich-Ebert-Stiftung (FES-India)
- Wipro Cares
- EASACT – External Affairs Spouses Association Charitable Trust
- Bill and Melinda Gates Foundation (BMGF)
- American Jewish World Service (AJWS)
- Mobile Creches

We gratefully acknowledge donations in kind and cash from the following during 2018-19:

- Delhi Police
- Asmita Joshi

# **Producing Empirical Research**

Towards the end of 2017-18, ISST received a grant from the Bill and Melinda Gates Foundation (BMGF) for a four-year project titled '**Creating Momentum for Gender Transformative Programming and Advancing Gender Equity**'. This project aims to integrate a gender transformative approach in understanding and assessing different policies and programmes by:

- i. Building capacities to understand gender in the economy and to see it from a policy perspective
- ii. Assessing existing policies through a gender lens and follow it up with short-term research to re-assess the gaps in the approach of the programmes in providing equal opportunities to all, irrespective of gender, caste, class or contextual background.

The inception phase of the project, from January to September 2018, focused on **preparatory activities for the project** and **organising forums for discussions and debates** around specific gender issues and their linkages with existing and recent policies and programmes. These forums focused on a wide range of subjects under the broad theme of women and work and included two forums on examining the labour codes through a gender lens, two forums on women in the informal economy and their child care burden, one on aspirations of marginalised adolescent girls living in an urban set-up, one on the gender gap in exploring digital technology for employment opportunities and one roundtable discussion was organised around women's employment within an entrepreneurship model. These forums are discussed in detail in the section on **Promoting Dialogue and Debate**. The outputs from these forums in terms of working papers, films, articles etc. are discussed in the section on **Knowledge Sharing**.

As a follow-up to these discussion forums, several short-term research projects have been developed centring around women's work in the informal economy and policy approaches to enhance opportunities and enable economic empowerment. The capacity building initiatives undertaken within this project are discussed in the section on **Building Capacities**.

The second research project, which continued from the previous year, was '**Creating an Enabling Environment for Realizing the Aspirations of Adolescent Girls from Urban Slum Settlements**'. This project was initiated by ISST in December 2017 at its community centre, Saathi, with funding support from **American Jewish World Service (AJWS)**. This action research project has provided ISST with the opportunity to pay exclusive attention to the aspirations of adolescent girls accessing the centre.

In the financial year 2018-19, several activities were initiated under this project to understand the aspirations of adolescent girls belonging to underprivileged families and map the social, economic and environmental challenges that hinder them from working towards their aspirational goals. These activities included a series of exploratory discussions with adolescent girls and boys, as well as focused group discussions with their parents. Based on these discussions a chain of life skill training programmes was organised on gender, sexuality, play and social environment, careers, English language ability, personality development and job-oriented skills in computers. Individual and group counselling was also done as and when the need arose.

### **a. Gender training**

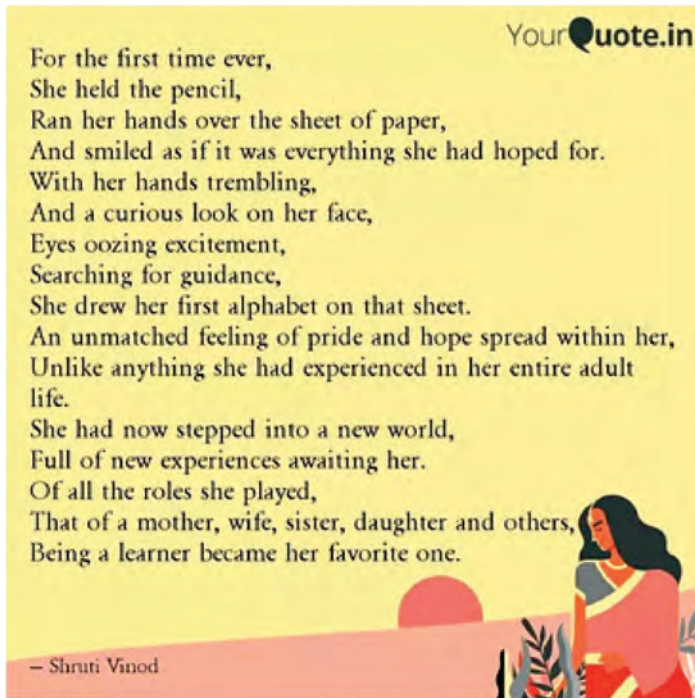
Apart from regular self-awareness and confidence building group sessions, in June 2018 a rigorous two-day residential gender training was organised for girls in two batches with approximately 30 participants in each batch. The training helped the young girls to critically appraise their situation through a gendered lens. They could better understand the socio-cultural reasons behind the expectations made of a girl child,



**Photo Credit: ISST**

and the process of socialisation that ingrains certain thought patterns or norms on what is right or wrong. A theatre workshop was also conducted with younger children studying in Class 7 to prepare a play on the theme of gender discrimination. The impact of this gender training was such that it led to further demand from girls for similar training as follow-up sessions to address the different questions and challenges they face in the family and their community. There was also a suggestion from the girls to include boys in the training, and a similar interest was expressed by the boys. Thus, we entered into a short collaboration with SWASTHI, an organisation with experience in conducting trainings on gender, sexual and reproductive rights, and sexuality. SWASTHI conducted training with girls and boys in separate groups over a period of four months covering six training workshops each with boys and girls. The training began in August 2018 and ended in November 2018.

## b. Antarang



**Photo Credit: ISST**

Based on the interest expressed by the children and their parents, career counselling sessions were organised. These sessions were also based on our observation that children lack guidance and information on the courses and careers available to them and their future prospects. Sessions were organised in July for children in Classes 9 and 10 and for children in Class 11 and above.

An intervention called *Antarang* was also initiated, which was designed as a co-learning programme for adolescent girls. In this intervention, a girl from the community centre was paired with a college-going girl student from Delhi for exposure and mutual learning. They were called *Saathi* and *Dost*, respectively. The pairs met periodically and went on monitored excursions based on their common interests. The intervention was started as a pilot initiative with seven pairs in August. Of these, five pairs continue to remain in touch through phone, email and messaging and two pairs continue to meet in person and share their learnings. Through the *Antarang* project, one *Saathi*, with encouragement from her *Dost*, managed to find a job in social work that she aspired to. One *Dost* volunteer, Shruti, continued to volunteer at the community centre under 'Each one, Teach one' and taught writing to one of the cleaning staff at the centre. Shruti also wrote a poem based on her experience of teaching.

## c. Reclaiming Public Parks

Children also expressed a desire to find space for play. Discussions led to a plan of action to reclaim the nearby public parks that have become unsafe for children, particularly girls, to play on account of drug abusers and gamblers who occupy the parks. The children visited the nearby parks along with our facilitators to play at the parks to reclaim the space. The children continue to visit the parks as part of the Bachpan programme and have been able to claim a safe space for themselves at the parks.

#### **d. Skill Building**

A job-oriented computer skills training program in collaboration with ETASHA, an organisation working on vocational training and placement programmes, was started in December 2018 in response to the needs of some children to learn specific computer skills that would help them get paid jobs. ETASHA has been working on increasing the employability of youth for the past 12 years through their centres across Delhi. Eighteen trainees were enrolled for the course on ‘Computer Confidence and Customer Service (CCCS)’. The possible job sectors after this training are hospitality, sales and marketing, office assistant, data entry operator and retail. The course ran for four months, with 11 trainees completing the course, of whom 10 were girls



**Photo Credit: ISST**

and one was a boy. The trainees, especially the female trainees, needed a lot of individual counselling and hand holding to boost their confidence. In the case of two girls, their parents needed to be counselled and convinced to allow their daughters to take up paid jobs.

The project has also been able to identify English comprehension and communication skills as a core area that requires particular focus for creating an enabling environment for adolescent girls. This is linked to the adolescents’ ability to compete confidently in the outside world as well as boosting children’s self-esteem and sense of worth. The pedagogy used for these classes involved building skills in all four language abilities viz. listening, reading, writing and speaking by using locally available resources such as newspapers, short stories and stories from their own lives. The adolescents found these classes beneficial and they seemed more confident while using the language.

To get a broader understanding of the issues faced by adolescent girls and boys, a survey with over 100 young adults was carried out in Kalyanpuri in January–March 2019. The survey focused on their aspirations, family background, challenges and available resources. The data from the survey is currently being analysed.

During 2018-19, ISST also conducted two short research studies.

## 1. Re-imagining Childcare and Protection for All: Mapping Vulnerabilities of Children of Informal Women Workers in Delhi’.



Photo Credit: ISST

This study attempted to bring the situation of the children of the marginalised to the forefront. This project, focusing on children in the age group of 0-6 years of mothers involved in informal paid work in Delhi, aimed to identify and assess the care and protection mechanisms that these children and their family have access to in their immediate surroundings, specifically with regards to health, nutrition, learning opportunities and a safe, secure, disease-free and nurturing environment. The focus

of this research was based on the premise that early childhood care and development, (ECCD) is a social good that not only sustains and reproduces society but is also critical input for developmental progress.

In this study, 441 women respondents (having at least one child under the age of 6 years) were surveyed across the five most informal sector jobs that women in Delhi are involved in - domestic work, waste picking, construction work, street vending and sex work. 12 FGDs were also conducted with groups of women from these informal jobs across Delhi to support the findings from the survey.



Photo Credit: ISST



The findings of this research highlighted the unsafe and unsanitary living conditions that these families live in and how it adds to the safety, security and health of the child. It also found how lack of access to public services such as water, hospitals, etc. and the insecure nature of the mother's paid work further ups the risk to the lives of young children. Recommendations were added to this based on the voices of the women from the ground as well as the work and experience of the Early Childhood Care and Development collective in Delhi.

The research report can be accessed soon on our website: <http://www.isstindia.org/>

## **2. Situating Home, Habitat and Infrastructure: Towards a Better Quality of Life for Home-Based Workers**

This short-term project was initiated by ISST with support from Friedrich-Ebert-Stiftung (FES), Women in Informal Employment: Globalizing and Organizing (WIEGO) and Self-Employed Women's Association (SEWA). ISST conducted an in-depth study in Khajuri in the northeast part of Delhi to understand the city's growth with different forms of employment generation and the different ways in which home-based workers might be affected. It was aimed at highlighting the need for better working and living conditions for home-based workers, who are deprived of their benefits not only due to the invisibility of their work but also because of their severe under-representation in the national data.

The study attempted to map the everyday negotiations and struggles in the lives of a woman home-based worker and to understand the life of the home-based worker keeping 'home' as the focus, in relation to her work. The study thus focused on understanding the context and surroundings where home-based worker most commonly berths. A mixed-method approach of survey questionnaires, time use and focus group discussions was used for the study.



Photo Credit: ISST



**Photo Credit: ISST**

The study found untimely loss of livelihood of many households within the area, especially where the men were engaged in stitching bras and jeans in factories within and outside Khajuri, which in turn made it important for the researchers to locate and understand women's work and livelihood within the same context to understand the specificities of their marginalisation.

Since the study attempted to understand the connections between work and locality, it found that some home-based workers were rendered more vulnerable than others because the availability of home-based work and infrastructure provisions declined from one block to others. It further found that women who had the greater burden of household work and paid work had to bear the additional expenses on 'home' to deal

with poor provisioning of drinking water connections and fair price shops in their proximity. Poor sewage management was yet another challenge faced by the home-based workers and they had to pay both in terms of money and time to negotiate it.

Since these women negotiated their work timings and perhaps also their income from home-based work to deal with inadequate state provisioning and unequal distribution of basic public services within the area, it was found to especially affect those with lower purchasing power and a greater burden of household responsibilities. The study also pointed to the different kinds of negotiations that home-based workers engaged in depending on the nature of their work (work schedules), access to infrastructure provisions and support (or lack of it) for care work.

The other major concern of the people in the area included dysfunctional health services as there was no proper functioning dispensary in the area and the one which was there had inadequate resources. The issues dwelled upon above also emerged from the illegal nature of their inhabitation and the complexities that surfaced from the lack of recognition of these settlements within the Master Plan. As these plots were meant for agriculture and were no longer in accordance with the

use allotted to them, it rendered the people living in the area vulnerable in terms of what could or could not be made available to them.

Trade-specific peculiarities such as the seasonal nature of work, lower piece rate, sporadic patterns of payment, etc., made the home-based workers engaged in making decorative items more vulnerable than home-based workers in chain/zip locks, these two being the two major home-based trades in the area. The lack of regular work for these women and mostly for those engaged in decorative items left them with little scope for negotiation with respect to decent wages, timely payments and regular supply of work; therefore, most of them were found to be engaged in a second home-based trade to manage their everyday expenses in the absence of any stable source of household income.



Photo Credit: ISST



Photo Credit: ISST

As lack of spaces for negotiation and the lack of a formal/legal transaction made it easier for factories to contract low-quality work at cheaper rates and for middle men to hold back payments, it gave these home-based workers lower work satisfaction. It also emerged from the discussions that home-based workers who were earning more from the same trade were able to access more work and had more helping hands, mostly children, than others in the same trade.

The workers were also caught in a tussle between better piece rates and timely payments since the contractors who offered higher wages made irregular payments which, in turn, affected their purchase of essential household items and contributions to saving schemes in the absence of any regular source of household income.

The most significant issue that emerged was a difficult task of balancing production demands with household and care work, pertinent to the case of home-based work where ‘home’ becomes a place of work, and the negotiations that it entails for the home-based worker to make her way through it. Trade-related health challenges such as pain in the finger tips and acidity were also issues faced by home-based workers in Khajuri, although they got overpowered by the overarching concerns of lack of work, low wages and untimely payments.

The research report can be accessed through

[http://www.isstindia.org/pdf/projects/1563953061\\_pdf\\_Home\\_Habitat\\_HBW\\_2018.pdf](http://www.isstindia.org/pdf/projects/1563953061_pdf_Home_Habitat_HBW_2018.pdf)

# **Promoting Dialogue and Debate**

Promotion of dialogue and debate around issues linked to women, their work and well-being, like previous years, remained an on-going activity throughout the year for ISSST. In this, the **Gender and Economic Policy Discussion Forum**, which ISSST has been organising since the year 2012 in association with the **Heinrich Boll Foundation (HBF)**, has been providing an opportunity to discuss and critique economic and social policy through a gendered lens. This year under this project, four highly enriching discussion forums were organised from April 2018 to March 2019.

<b>Forum</b>	<b>Date and Venue</b>	<b>Topic</b>	<b>Panelists</b>
25 <sup>th</sup> Forum	17 May 2018 10:00 a.m. to 1:00 p.m., followed by lunch; Magnolia Hall, India Habitat Centre	<i>Fire in the Forest: Looking at Gender in Forest Economies</i>	Chair: Madhu Sarin (Campaign for Survival and Dignity) Prof. Sudha Vasani (University of Delhi) Rohini Chaturvedi (World Resources Institute) Kanchi Kohli (Centre for Policy Research) Soma Parthasarathy (Independent)
26 <sup>th</sup> Forum	3 August 2018 10:00 a.m. to 1:00 p.m., followed by lunch; Juniper Hall, India Habitat Centre	<i>Gender in the Policy and Practice of International Financial Institutions</i>	Chair: Prof. Govind Kelkar (LANDESA) Priti Darooka (PWESCR) Dr. Shiladitya Chatterjee (Adviser, Centre for SDGs, Govt. of Assam) Andreas Bauer (Senior Resident Representative, IMF, India, Nepal, Bhutan) Prof. Lekha S Chakraborty (NIPFP)
27 <sup>th</sup> Forum	5 October 2018 10.00 a.m. to 1.00 p.m., followed by lunch; Magnolia Hall, India Habitat Centre	<i>The Gendered Effects of Air Pollution</i>	Chair: Prof. Jyoti Parikh (IRADe) Prof. Suresh Jain (IIT, Tirupati) Tanushree Ganguly (CSE) Sandeep Nurwani (Member, AAP)
28 <sup>th</sup> Forum	29 November 2018 10.00 a.m. to 1.00 p.m., followed by lunch; Casuarina Hall, India Habitat Centre	<i>Unpacking the Gendered Implications of Ayushman Bharat</i>	Chair: Renu Khanna (SAHAJ) Jashodhara Dasgupta (NFI) Shefali Malhotra (NIPFP) Rama Shyam (SNEHA, Mumbai) K Madan Gopal (Senior Consultant, Niti Aayog)

The 25<sup>th</sup> Gender and Economic Policy (GEP) Discussion Forum was held on 17<sup>th</sup> May 2018 on ‘**Fire in the Forest: Looking at Gender in Forest Economies**’.

The session examined the diversity, complexity of contexts and the challenges it throws on how communities respond to forest depletion and related issues; it also pointed to the culpability of the state and the forest department of committing accesses in the name of

conservation of forests, but actually destroying livelihoods and denying the marginal populations of their basic rights. For details, see: [https://in.boell.org/sites/default/files/uploads/2013/10/gender\\_brouchure\\_xxv\\_17\\_may\\_2018.pdf](https://in.boell.org/sites/default/files/uploads/2013/10/gender_brouchure_xxv_17_may_2018.pdf)



Photo Credit: ISST



Photo Credit: ISST

and development banks on developing countries in the context of India and how the policy of gender gets understood, implemented and accepted in the larger domain of project and programme implementation. For details, see:

The 26<sup>th</sup> policy forum in the series titled ‘**Gender in the Policy and Practice of International Financial Institutions**’ was held on 3<sup>rd</sup> August 2018. This panel attempted to explore and understand the increased investment by international financial institutions (IFIs) in not just development interventions but also in gender mainstreaming. The panel highlighted the impact of IFIs

[https://in.boell.org/sites/default/files/uploads/2013/10/gender\\_in\\_the\\_policy\\_and\\_practice\\_of\\_international\\_financial\\_institutions.pdf](https://in.boell.org/sites/default/files/uploads/2013/10/gender_in_the_policy_and_practice_of_international_financial_institutions.pdf)



Photo Credit: ISST

The third forum held on 5<sup>th</sup> October 2018 focused on ‘**The Gendered Effects of Air Pollution**’. The panel attempted to understand the effects of air pollution and its gendered implications. It broadly focused on how air pollution, climate change and environment pollutants have had specific gendered effects and at a broader level it attempted to understand the severity of the environmentally insensitive world we are heading towards. For details, see: [https://in.boell.org/sites/default/files/uploads/2013/10/the\\_gendered\\_effects\\_of\\_air\\_pollution.pdf](https://in.boell.org/sites/default/files/uploads/2013/10/the_gendered_effects_of_air_pollution.pdf)

The last policy forum for the year focused on ‘**Unpacking the Gendered Implications of Ayushman Bharat**’. The panel attempted to generate a discussion around a critical analysis of the National Health Protection Scheme (Ayushman Bharat), the arguments and debates of implementation and actual public health realities.

For details, see: [https://in.boell.org/sites/default/files/uploads/2013/10/gender\\_brouchure\\_xxviii\\_29\\_november\\_2018.pdf](https://in.boell.org/sites/default/files/uploads/2013/10/gender_brouchure_xxviii_29_november_2018.pdf)



Photo Credit: ISST

During the inception phase of the BMGF-funded project titled ‘**Creating Momentum for Gender Transformative Programming and Advancing Gender Equity**’, several discussion forums were organised around the broad theme of women and their economic empowerment. The objective of



these forums was to identify research gaps, which could lead to relevant short-term research on areas related to women and work. Details on these forums are given below.

### 1. Roundtable on Women's Economic Empowerment and Labour Code on Social Security

(2 May 2018, 9.30 am to 2.00 pm).



Photo Credit: ISST

Photo Credit: ISST

The objective of this half-day forum was to understand the implication of the new Labour Code on Social Security in terms of women's economic empowerment. The round table focused on exploring how the code will cater to invisible unpaid workers and how will it ensure inclusion of all informal women workers in the country.

[http://www.isstindia.org/seminar-](http://www.isstindia.org/seminar-details/round-table-on-womens-economic-empowment-and-labour-code-on-social-security%22/42/)

[details/round-table-on-womens-economic-empowment-and-labour-code-on-social-security%22/42/](http://www.isstindia.org/seminar-details/round-table-on-womens-economic-empowment-and-labour-code-on-social-security%22/42/)

### 2. Gender Colloquium Series: Gender Issues in Urban Transformation: Focus on the Adolescent Girl and Urbanisation (23-24 August 2018).

The objectives of this colloquium were to share existing research evidence, disseminate good practices and enrich the existing discourse. The colloquium sought to identify areas where there are gaps in knowledge/ evidence, with particular focus on cross-sectoral issues, towards designing urban systems that support gender equality and women's empowerment. The colloquium also attempted to mobilise support for greater research and action on the ground.



Photo Credit: ISST

**3. Workshop on Labour Law Reforms and Women’s Economic Empowerment: Assessing the Proposed Labour Codes through a Gender Lens (17-18 September 2018).**

This workshop, under the over-arching goal of working towards women’s economic empowerment, proposed to understand and consolidate the overall gendered impact of the proposed changes in all the four codes, particularly from the perspective of women workers in various sectors; identify areas of immediate action, viz., to identify avenues where the critiques can be brought to the attention of the government so that the government may review and revise the Codes before they become law; and, identify areas of further research, if any. <http://www.isstindia.org/seminar-details/workshop-on-labour-law-reforms-and-womens-economic-empowerment—assessing-the-proposed-labour-codes-through-a-gender-lens/44/>

**4. Workshop on ‘Women and their Child care needs: Focusing on informal workers’ (27-28th September 2018).**

This workshop was part of ISST’s work linked to understanding barriers to women’s economic empowerment and working towards engendering existing policies and programmes. The objective of this workshop was to collate existing evidence from field areas as well as academic research that support universal child care provisioning as one of the strategies to achieve women’s economic empowerment while also meeting the needs of the



**Photo Credit: ISST**

young child. It also tried to highlight evidence gaps and suggest ways to create such evidence in order to build more support for the call for universal child care services.

<http://www.isstindia.org/seminar-details/workshop-on-womens-work-and-their-child-care-needs/45/>

5. **Roundtable on ‘Digital Dividends for Women’s Economic Empowerment (WEE)’** (3<sup>rd</sup> October 2018).

This roundtable was hosted by (ISST together with the International Innovation Corps (IIC) at the University of Chicago and the Self-Employed Women’s Association (SEWA). The gender digital divide has been the subject of much research and debate in the past few years. What has been lost sight of, however, in some of this discussion, is what women stand to gain from the closing of this gap. So, the roundtable aimed to explore opportunities that the digital age may provide for women in the informal sector, and the barriers that currently remain to the realisation of these goals in India. With this insight, four women from different economic activities (street vendor, home-based worker, student, and tutor) were interviewed; all of them use technology in some way in their daily lives, but all face continued barriers to their economic empowerment and require more than they are currently offered by way of digital opportunities. The workshop identified four opportunity areas in which digital technology could be employed to improve the economic empowerment of these women: skills and training, improving the dignity and efficacy of work, expanding the geography of opportunity, research and data collection. [http://www.isstindia.org/seminar-details/digital-dividends-for-womens-economic-empowerment-\(wee\)/46/](http://www.isstindia.org/seminar-details/digital-dividends-for-womens-economic-empowerment-(wee)/46/)

6. **Roundtable on ‘Women’s Employment within an Entrepreneurship Model’**(21<sup>st</sup> January 2019).

Recognising the issues related to gender inequality and low female labour force participation rates in India, this roundtable was organised by (ISST) and Initiative for What Works to Advance Women and Girls in the Economy (IWWAGE) for policymakers, researchers, and academics to discuss ways to improve women’s access to productive and economic resources. The discussion focused on encouraging a deeper, sustained understanding of how to encourage women to become entrepreneurs by improving asset ownership and enhancing skills. The round table highlighted that there is a need to have more collectives for the future. More regional workshops for women cooperatives are needed where women can be trained and exposed to methods of access to resources, especially finance. The private sector plays a major role in improving the forward and backward linkages with markets for both existing and future entrepreneurs. There is a need to engage with states like Odisha and Chhattisgarh which are promoting women entrepreneurship and are welcoming new ideas, as well as to learn from Tamil Nadu, which has the largest number of women entrepreneurs. ISST and IWWAGE are preparing a position paper based on the roundtable. <http://www.isstindia.org/seminar-details/womens-employment-within-an-entrepreneurship-model/47/>

7. Workshop on **Informal Workers and Child Care in Cities: Identifying Needs and Challenges** (25-26 April 2019).

This workshop attempted to understand and highlight the challenges that informal women workers in urban spaces have to negotiate with on a daily basis. It specifically focused on workers living in Delhi and attempted to explore ways in which the issues of women workers could be prioritised within the Smart City plans that are being developed for the city.<http://www.isstindia.org/seminar-details/%22informal-workers-and-child-care-in-cities—identifying-needs-and-challenges/48/>

# **Building Capacities**

The capacity building initiative of ISST in **Gender Transformative Evaluations**, which was launched in the year 2016-17 with support from the **Ford Foundation**, saw progress on the next phase of the project during this year. This phase focused on **conducting an online course on gender transformative evaluations**.

The first online course on Facilitating Gender Transformative Evaluations was conducted by ISST between 14 May and 15 July 2018. The course brochure containing the introductory videos of the course conveners and the course coordinator and a link to the application form was circulated from the end of March with a deadline of 13 April 2018. The platforms used for circulation included online platforms like the Gender and Gender & Evaluation Online Community, Evaluation Community of India, Heinrich Boll Foundation, and the ISST database.

Based on the Statement of Purpose, recommendation letters and proof of residence in India submitted by the applicants through online forms, 20 participants were selected for the course out of a total of 72 applications received until the last date of applications (22 April 2018). In the review of the applications, other criteria such as the participants' gender, caste and religious identity and region were also considered.

An examination of the progress made by each participant on each module (at the end of the course) showed that as the modules progressed, a large number of participants either did not attempt or did not complete the modules. While 70 percent completed Module 1, this number decreased for the other modules, though with some variations.

Of the 20 participants, 11 completed the course with 8 participants being awarded a Certificate of Completion and 3 being awarded a Certificate of Participation. The reasons for the participants dropping out of the course were either work pressure or personal reasons (for instance a sick or ailing parent). Given that work pressure was the overwhelming reason for the dropout rate, a decision was taken later during a Skype meeting with the course conveners and facilitators to extend the time for the course (along with reducing the number of assignments and restructuring the course).

Participant feedback on the content of the course was overall very positive. Participants were effusive in their praise for the course design and content, with comments such as 'content very well designed' and 'rich content, creatively presented' peppering the feedback forms. Other participant comments

included 'it was a wonderful course and stepping stone. Thanks to all the team for putting it all together'; 'It was a wonderful course and I had a great time doing it!' and 'It was a complete pleasure'. One participant also wrote back that the course helped her professionally and that she has obtained a PhD position at Ambedkar University having used some of the concepts from the course.

In terms of what aspects of the course they especially enjoyed, quite a few participants pointed to the course design and the introductory videos and presentations by course facilitators, whereas a couple of them also mentioned the videos by experts, the building blocks (for Module 7) and the multiple case studies presented throughout the course.

However, there were also specific substantive critiques on the course based on which the second iteration of the course was designed. These included suggestions on more time needed for completion of the course, a need to restructure the course to provide more balance in terms of content, reducing the number of individual and group assignments and exercises and also allocating peer contact hours for group work to enhance group learning.

The other changes made in the second iteration were adding questions in the Google Form asking participants to talk of actual project/programmes for which they would like to develop a gender transformative evaluation framework and developing a robust mechanism for more systematic monitoring of the course at regular intervals.

Based on an assessment of the time required to complete each module and the course overall, as well as the time that the course facilitators would dedicate to the course, the second iteration of the course was extended from a 7-week course to a 10-week course at the design stage but finally to 11½ weeks.

The second iteration of the course which ran between 7<sup>th</sup> January 2019 and 28<sup>th</sup> March 2019 received 72 applications, of which 31 participants were given a place in the course. Both iterations of the course had mainly women participants with a widespread of participants across the country. Even so, participants from Delhi outnumbered other participants. In terms of the participants chosen and evidence of their interest in learning about gender and evaluation during the course, the course facilitators opined that the selection process had been robust in choosing the right candidates.

In the second iteration, a weekly monitoring dashboard was maintained by all the facilitators to track assignments and exercises completed, group work attempted, contact hours attended and pending feedback on the assignments. This helped the facilitators to not only push the participants to complete the course in time but also to ensure the timely receipt of feedback on all the individual assignments submitted by the participants.

By the end of the course, of the 31 participants, 17 completed the course with 16 being eligible for a Certificate of Completion and one being eligible for a Certificate of Participation. An overall examination of the progress made by each participant showed that as the course progressed, many of them either did not attempt or did not complete the modules. An analysis of their weekly progress found that many participants had started the course from the 3<sup>rd</sup>/4<sup>th</sup> week and hence found it difficult to pace themselves as the course progressed.

Feedback on the content of the second iteration of the course was also incredibly positive. The participants found the content to be thought-provoking and of 'high quality'. Other participant comments included 'it asks its participants towards analytical thinking. The reading material provided has been compiled from the best', 'it's a brilliant course and I could immediately apply the learnings' and 'there was also scope for group learning during the contact hour'. Some of the suggestions on the course were 'moving the course to later in the year as the work pressure is more in Jan-March owing to project deadlines', 'having live webinars with question and answers for each module with the module convener', and 'having couple of contact hour sessions between 2 groups instead of the same group to facilitate some cross learning and sharing of best practices'.

A review of the participant feedback on both iterations found the majority of responses to be overwhelmingly positive about the design and content of the course, expertise of the resource persons and facilitation by ISST.

Under the BMGF project, **'Creating Momentum for Gender Transformative Programming and Advancing Gender Equity'**, capacity building initiatives were undertaken to strengthen the gender transformative approach at the ground level. One initiative in this direction was organising



a **National Workshop on Gender and Development** in collaboration with the Women Studies Development Centre, University of Delhi from 11-16 February 2019. The workshop aimed to work with young research scholars and young faculty at the University of Delhi in generating knowledge around debates on gender and development, to think about the importance of these debates and how it should be a part of their research curriculum.



Photo Credit: ISST

- Total no. applications received: 74
- Total no. of selected applicants: 32
- Participant profile: Multi-disciplinary group from the fields of Economics, History, Political Science, Gender Studies, Sociology, English, Development Studies, Psychology, Social Work, Law, Geography, Education, Population Studies, Public Administration, and Mass Communication, among others. Apart from young research scholars, senior faculty members were also part of the workshop.
- No. of participants from the University of Delhi: 12
- No. of participants from other universities in Delhi: 7 (AUD, Jamia Milia Islamia, SAU)
- No. of outstation participants: 13 (Jammu and Kashmir, Uttar Pradesh, West Bengal, Himachal Pradesh, Tamil Nadu, Haryana, Kerala)

- Speakers' Profile: The workshop saw the contribution of both academics as well as grass-roots activists. Experts were from the fields of Law, Gender and Development, Economics, Public Policy, Media and Education as well as members from women's organisations working on the ground.



Photo Credit: ISST

A detailed report on the workshop can be accessed using the link given below:

<http://www.isstindia.org/seminar-details/national-workshop-on-gender-and-development/49/>

Apart from this, ISST has started work on developing a **curriculum on 'Women in the Economy'**. This will draw on ISST's research as well as other researches available in the public domain on specific areas of women's work and their economic empowerment.

# **Knowledge Sharing**

## **ISST Library and Documentation Centre**

The library and documentation centre of ISST was started in 1984 to provide information and documentation support to scholars, researchers, planners and development agencies. During 2018-19, the library was revamped in accordance with on-going research priorities. The library is open to all and ISST offers a bibliography-based search service.

### **Automation of Library Resources with open access**

A database has been created for all the library resources using KOHA, which is open source software. The database can be accessed through the LAN as well as web-based OPAC. Barcode labels have been affixed in the books, enabling speedy issue and return of library books and other documents. Open access websites have been added in KOHA; some of these websites are Directory of Open Access Journals, MOSPI, British Council, ICSSR Open Access Manual and World Bank. This is extremely useful for researchers due to easy access.

### **Refining the Digital Repository**

The complete collection of institutional digital content, including ISST research reports, annual reports, monographs, working papers, and photographs have been incorporated in the digital repository developed by ISST. The repository is accessible to readers because it is linked to the ISST website. KOHA, an open source integrated library system, along with DSPACE, a repository of library resources, help to simplify the storage and retrieval of documents in ISST's digital library.

### **Reforming Library Software**

The ISST library has upgraded its software to KOHA and DSPACE both of which are open-source online library software. The library repository is updated with the latest versions and has a user-friendly interface. Documents are digitised and stored including all ISST documents (from 1975 to date) in the DSPACE. Recent additions are also flashed on the home page. Users can access the library database through both the Intranet and Internet. KOHA and DSPACE can be accessed through the web link on the ISST website. Weekly op-ed newspaper services stored in DSPACE. The Cataloguing module enables library staff to capture details of all library items and the Circulation

module fully automates borrowing and item management, integrating with OPAC. The ISST library is also linked with other gender-based organisations for knowledge and resource sharing.

For KOHA: <http://182.71.188.11/>

For DSPACE: <http://182.71.188.10:8080/jspui/>

### **Proliferation of Gender-related Media News**

Recently, the library floated new op-ed services - newspaper clippings and Current Awareness Service (CAS) for ISST researchers, trustees and feminist groups. It brings up some of the latest and most informative articles from newspapers and journals, which researchers can read on their computers. CAS includes recent publications every week. Initially, the newspaper articles were only circulated to ISST researchers and trustees, but since last year we have started circulation to external researchers as well as other organisations/institutions/members who are interested in working on gender issues. Approximately 260 members currently benefit from this initiative and the service has been well received by people on the mailing list. The circulated newspaper articles can be accessed through the link <http://182.71.188.10:8080/jspui/handle/123456789/895>

ISST also hosts an **international online community on Gender & Evaluation**. The aim is to promote and share experiences related to using gender and equity lens in evaluation. This community of practice also serves as a knowledge sharing hub for Eval Partner's initiative of Eval Gender+. Its social media platforms contribute to conversation and cross-learning on the subject with 3,385 Twitter followers and 1557 Facebook page 'Likes'. By end of March 2019, the community had 3,740 members and 371 discussions. During this period, community members posted 36 blogs. The event section and opportunities section were popular.

...this platform has always given us food for thought. the questions and work done by others when shared are many a times adding to areas of interest to deep dive and study it more.

Member, 31st August 2018

This year we saw greater community cohesiveness, with members supporting and assisting each other. In earlier years, members liked to post but this year we saw increased interest in responding

to the queries of other members and joint attempts to collaborate on assignments and consultancies. Further, they meet face to face on their own during conferences and events and build personal networks and relationships. Though an online community has its limitations, members see it as a resource to help in their work and improve their understanding and knowledge in the field of gender lens for evaluation.

As a new evaluator, I feel very lucky to have found this community while interning at UNDP in Bangkok this summer. It is precisely in my area of interest and expertise and I am constantly learning about opportunities through this site. The fact that this community is free to participate in is incredibly valuable to me as a graduate student. Although I pay for subscriptions to other evaluation communities, this is truly the one where I find the best professional development. I have participated in webinars and in-person events and look forward to continuing involvement with this group of professionals in the field from around the world.

Member, 1st September 2018

Online community: <http://gendereval.ning.com>.

Twitter: @feministeval

Facebook page <https://www.facebook.com/#!/EngenderingPolicyThroughEvaluation?fref=ts>

*Note:* Feedback from members can be found on the link

<https://gendereval.ning.com/forum/topics/experience-of-being-a-member-of-gender-and-evaluation-community>

The discussion forums organised under the BMGF-funded project ‘**Creating Momentum for Gender Transformative Programming and Advancing Gender Equity**’ re-iterated a significant realisation that discussion around women and work and the challenges linked to it are usually limited to organisations and academics that work on gender-specific issues. In the larger discourse around work and employment, women, their work and their economic empowerment usually receives negligible mention. In order to create a larger discourse around women and work, **a communication**

**strategy was developed** under this project through which a core group of people would develop write-ups discussing challenges around women's work and critically analysing different economic policies and programmes through a gendered lens. It was decided to disseminate these write-ups to a larger audience through digital media, e-newspapers etc. Under this initiative, several write-ups have been developed by a number of experts and have been published in well-known e-platforms such as *The Scroll* and *The Wire*. The list of published articles under this initiative with their links is given in the **Publication section**.

Based on the discussions in the forums organised under this project, **three working papers** were developed that collate the ideas that were generated in these meetings and the recommendations that were made.

- **Labour Law Reforms and Women's Economic Empowerment: Assessing the Proposed Labour Codes from a Gender Lens**
- **Digital Gender Divide in India**
- **Women and their Child Care Needs: Assessing Child Care Provisioning in India through a Gendered Lens**

These working papers were reviewed by an external reviewer and are currently being finalised. They will be soon available on our website: <http://www.isstindia.org/>

**Two short documentary films** have also been produced to highlight the challenges around women, work and economy.

- **Courage of Dreams**

This film discusses the aspirations of young adolescent girls living in Delhi slums and the challenges they have to negotiate on an everyday basis. This film was showcased at a 2-day colloquium on 'Gender Issues in Urban Transformation: Focus on the Adolescent Girl and Urbanisation' organised in collaboration with IPE Global at IIT Mumbai on 23-24 August 2018.

<https://www.youtube.com/watch?v=4De4RH4BnRg&feature=youtu.be>

- **Left in the Lurch: Tales of Women Working in the Informal Sector in Delhi**

This film highlights the challenges faced by informal women workers living and working in Delhi in sectors of domestic work, home-based work, waste picking, street vending and construction work, in terms of managing the triple burden of work. The film was showcased in a 2-day workshop on '**Informal Workers and Child Care in Cities: Identifying Needs and Challenges**' organised in collaboration with WIEGO on 25-26 April 2019.

[https://www.youtube.com/watch?v=O\\_rxMKDhwBA](https://www.youtube.com/watch?v=O_rxMKDhwBA)



## List of Publications

Paper	Author
<p>Tribal women’s empowerment through the Forest Rights Act, 2006 in southern Rajasthan. Published in Asian Journal of Women’s Studies, 2019</p> <p><a href="https://www.tandfonline.com/doi/full/10.1080/12259276.2019.1565637?scroll=top&amp;needAccess=true&amp;">https://www.tandfonline.com/doi/full/10.1080/12259276.2019.1565637?scroll=top&amp;needAccess=true&amp;</a></p>	<p>Mubashira Zaidi</p>
<p>As India rethinks labour rules, one item not on the agenda: Childcare facilities for women workers. Published in Scroll.in</p> <p><a href="https://scroll.in/article/905727/as-india-rethinks-labour-rules-one-item-not-on-the-agenda-childcare-facilities-for-women-workers">https://scroll.in/article/905727/as-india-rethinks-labour-rules-one-item-not-on-the-agenda-childcare-facilities-for-women-workers</a></p>	<p>Mirai Chatterjee</p>
<p>Informal workers are bearing the cost of inadequate healthcare investment. Published in The Wire, 21 February 2019</p> <p><a href="https://thewire.in/health/informal-workers-are-bearing-the-cost-of-inadequate-healthcare-investment">https://thewire.in/health/informal-workers-are-bearing-the-cost-of-inadequate-healthcare-investment</a></p>	<p>Mirai Chatterjee</p>
<p>Labour law reforms: Why informal women workers might feel shortchanged. Published in The Wire, 29 January 2019</p> <p><a href="https://thewire.in/labour/labour-law-reforms-why-informal-women-workers-might-feel-shortchanged">https://thewire.in/labour/labour-law-reforms-why-informal-women-workers-might-feel-shortchanged</a></p>	<p>Chandan Kumar</p>
<p>How maternity benefits can be extended to informal women workers. Published in The Wire, 6 February 2019</p> <p><a href="https://thewire.in/women/how-maternity-benefits-can-be-extended-to-informal-women-workers">https://thewire.in/women/how-maternity-benefits-can-be-extended-to-informal-women-workers</a></p>	<p>Dipa Sinha and Sudeshna Sengupta</p>
<p>Insurance needs a stronger push in draft labour code on social security. Published in The Wire, 11 February 2019</p> <p><a href="https://thewire.in/labour/insurance-needs-a-stronger-push-in-draft-labour-code-on-social-security">https://thewire.in/labour/insurance-needs-a-stronger-push-in-draft-labour-code-on-social-security</a></p>	<p>Barna Ganguli and Bakshi Amit Kumar Sinha</p>

<p>Until we properly define home-based workers, their labour will be ignored. Published in <i>The Wire</i>, 26 March 2019</p> <p><a href="https://thewire.in/labour/until-we-properly-define-home-based-workers-their-labour-will-be-ignored">https://thewire.in/labour/until-we-properly-define-home-based-workers-their-labour-will-be-ignored</a></p>	<p>Rajib Nandi, Ayesha Datta Gurpreet Kaur</p>
<p>A Multitude of Challenges Facing Women Informal workers in Delhi. Published in <i>The Wire</i>, 9 May 2019</p> <p><a href="https://thewire.in/labour/women-home-based-workers-delhi">https://thewire.in/labour/women-home-based-workers-delhi</a></p>	<p>Rajib Nandi, Ayesha Datta Gurpreet Kaur</p>
<p>Where are Indian Women if not in the Workforce? Published in <i>The Wire</i>, 19 April 2019</p> <p><a href="https://thewire.in/women/women-india-workforce-unpaid-labour">https://thewire.in/women/women-india-workforce-unpaid-labour</a></p>	<p>Shiney Chakraborty</p>
<p>The Distressing Situation of Women Entrepreneurs in India. Published in <i>The Wire</i>, 29 June 2019</p> <p><a href="https://thewire.in/labour/the-distressing-situation-of-women-entrepreneurs-in-india">https://thewire.in/labour/the-distressing-situation-of-women-entrepreneurs-in-india</a></p>	<p>Shiney Chakraborty</p>
<p>What does the Periodic Labour Force Survey Tell Us? Published in <i>The Wire</i>, 23 June 2019</p> <p><a href="https://thewire.in/labour/periodic-labour-force-survey-data-employment">https://thewire.in/labour/periodic-labour-force-survey-data-employment</a></p>	<p>Shiney Chakraborty</p>
<p>What Work Choices are Indian Women Making and Why? Published in <i>The Wire</i>, 7 June 2019</p> <p><a href="https://thewire.in/women/indian-women-work-care-informal-sector">https://thewire.in/women/indian-women-work-care-informal-sector</a></p>	<p>Monika Banerjee</p>

# **SAATHI**

# **Community Centre**

Saathi, the community centre run by ISST from the premises of the Kalyanpuri Police Station, carries out the community outreach programmes of the organisation with children, youth and women living in slum settlements around the Kalyanpuri area. Currently, two projects are being run at the community centre:

- **Bachpan Programme with support from Wipro Cares**
- **Youth Resource Centre with partial support from External Affairs Spouses' Association Charitable Trust (EASACT)**

Under the Bachpan Programme, the ISST Saathi Centre provides support to children aged 4 to 15 in building character and personality. The programme provides school education support as well as help in school admission, re-admission in the case of school dropouts and admissions in private schools under the 25% EWS quota. Currently, 280 children are accessing this programme. The following activities took place under this programme during 2018-19:

1. Informal and remedial subject-wise classes using innovative teaching methods.
2. Introducing children to varied mediums of learning such as theatre, story, dance, music, painting, books, puzzles and group discussions.
3. Weekly outdoor and indoor game activities to keep the children mentally and physically healthy and to develop team spirit, leadership, punctuality, discipline etc. in them.
4. Cultural activities through theatre, dance and music to provide a platform to bring out children's hidden talents.
5. Art and craft activities to develop and enhance the creative skills of children using waste material such as old newspapers, socks, cotton and plastic bottles.
6. Awareness sessions on the environment and the importance of hygienic habits.
7. Saathi staff also works with children with special needs.

Other activities under this programme include:

- **Balmanch.**

Balmanch is one of the main activities of ISST, Saathi Centre under the Bachpan Programme. It is organised once a month. Twelve activities were organised between February 2018 and January 2019. Three different themes were selected for the three groups for six months. These were designed to develop



Photo Credit: ISST



Photo Credit: ISST

a deeper engagement with each topic and produce concrete outcomes. Different activities under each theme continued for six months, covering all aspects of the subject.

- **Bal Utsav.**

The annual day programme of Saathi Centre was celebrated on 30 November 2018. The theme this year was ‘**Meri**

**Awaz Suno**’. Every year cultural programmes are presented during Bal Utsav but this year changes were made. Games, painting, writing workshops and food stalls were added. Our volunteers helped make the event a success. Children made posters, which were displayed to show the differences between then and now. Some activities were planned for the children and seven stalls were put up for different activities and games.



Photo Credit: ISST

- **Health Awareness Mela.**

The Saathi Centre organised a health camp on 25 December 2018 on the theme of **‘Drug Addiction & Tuberculosis’**. Help was taken from the AIIMS de-addiction centre, Trilokpuri, whose volunteers helped to design the programme and conduct the event. There were 349 children and their parents at the health awareness camp.

- **Education Exposure Trip**



Photo Credit: ISST

An education exposure trip was organised for students of the Bachpan Programme on 12<sup>th</sup> January 2019. Students in Groups A & B with 180 students visited the **Indian Air Force Museum** and students of Group C with 75 students visited the **Deer Park**. Both places were selected after discussion with children.

- **Summer Camp.**

Saathi Centre organises a summer camp every year for its students, so that children are kept busy during their long vacation. This year the summer camp took place from 11<sup>th</sup> May to 26<sup>th</sup> June 2018. The title of the summer camp was **‘Taare Zameen Par’** and there were different



Photo Credit: ISST

themes for each group: Parliament formation for Group A, working on science models for Group

B, handwriting and vocabulary for Group C and preparation of dance and street play performances with CWSN students.

Under the **Youth Resource Centre Programme** of the Saathi Centre, a number of activities take place that aim to enhance the employability and life chances of young people who live in and around Kalyanpuri. The youth of these communities vary in their educational qualifications and in order to benefit every entrant, the centre adopts several strategies. These include:

- Introducing computer literacy programmes to enhance and supplement the education of the targeted youth
- Providing functional English courses in order to strengthen their communication skills
- Providing periodic vocational training on trades such as photography, mobile phone repairs, carpentry, tailoring, pottery and crafts, tailoring and dress design, electrician training, plumbing etc.

The **computer literacy programme** currently runs five batches per day with approximately 50-60 students per batch. Two batches graduate every year. The minimum qualification for enrolling in the course is Class 10.

**Vocational courses** offered at Saathi Centre include courses in mobile phone repair, photography, electrician training and videography.

These are short courses that run for two to four weeks. No educational qualifications are required for these courses. This year two vocational courses were conducted.



Photo Credit: ISST

## 1. Videography

A two-week videography workshop was organised for the youth of community from 4<sup>th</sup> June to 20<sup>th</sup> June 2018 with 30 participants. The workshop was designed and facilitated by Mr. Rajinder Wadhwa, the lead photographer of National Bal Bhawan, Delhi using a DSLR camera. Students made a few short movies during the training, one of which is based on ISST, Saathi Centre.

## 2. Beauty Culture

This 45-day course was organised from 11<sup>th</sup> February to 30<sup>th</sup> March, 2019 and was facilitated by an independent trainer, Gayatri. The training was organised for girls and women who have dropped out from school and 38 girls and women participated.

The course included:

- Hair style
- Hair cutting
- Facial
- Threading
- Manicure & Pedicure

Several **life skills workshops** with support from EASACT are also organised by the Saathi Centre for the youth and adolescents of the community. These workshops aim to help the youth manage their inter-personal relationships, attitude, self-confidence and leadership qualities. This year four life skill workshops were organised on the following themes:

- **Self-confidence, giving and taking help, team work**
- **Importance of telling, listening and speaking**
- **Understanding transgender, team building**

## Alumni Meet

After many years of effective support to children, adolescents, and youth from underprivileged communities of Kalyanpuri and surrounding areas, the Saathi Centre organised its first alumni meet on 26<sup>th</sup> October 2018 at Gandhi Peace Foundation, Delhi which was attended by around 140 participants. The objective of the alumni meet was to bring the alumni on a common platform and seek their active support for the activities carried out at the centre; it also hoped to keep the current students connected with ex-students, who would be able to guide and motivate them. The fact that children who joined the ISST's community development programme 10 to 15 years ago participated in this event was a matter of great pride for us. During the session on experience sharing, several



old and new students shared their experiences and memories of the ISST-Saathi Centre. They also shared how Saathi Centre supported them in being the person that they grew to be and how the values that they learnt here brought a positive change in their life.

### **School admissions**

NIOS admissions – 52 (Secondary and Senior Secondary)

Admissions in government schools – 2

Admissions under EWS in private schools – 11(Registered)

Admissions & registration in Delhi University – 10

Admissions in School of Excellence – 4

### **Community help desk.**

A total of 252 people visited the helpdesk. It helped them write 70 complaints against different government departments and file 40 RTIs and 9 appeals.

### **Library.**

The library stocks around 5,000 books and has around 750 members. Library cards have been issued to members and books are issued for a week. Most of the time volunteers maintain the library. Daily transactions from the library are approximately 30-40 books. As part of the library activities, there are book reading sessions for younger children and group discussions for older children.

### **Building Confidence through Creative Pursuits**

There are many girls at Saathi Centre who sing well and dance beautifully. Some of them performed twice at WIPRO's annual events at the Noida office. Saathi Centre arranged a music teacher for them who volunteered to train them in vocal/classical music. Apart from this, Priyanka, one of the girls who regularly attends Saathi Centre, participated in an Independence Day event this year and won the 1st prize of Rs. 1,500. Others such as Roshni, Archana and Sanjana participated in school competitions and other social functions and won a total of Rs. 5,000 and memorandums. Now encouraged by the achievements of their friends, more girls are coming forward to learn new skills. This participation is not only important to identify their hidden potential but also breaks the barriers of shyness and lack of confidence and enhances their personality.

## Summary Financial Statement 2018-2019

### Summary Statement Annual Income and Expenditure as on 31.03.2019

Particulars	Financial Year 2018-2019 (Rs. In Thousand)	Financial Year 2017-2018 (Rs. In Thousand)
Income		
Interest Income	1,892.00	1,981.00
Donations & contributions	120.00	145.00
Other Income	92.00	63.00
Overhead Charges	1,489.00	365.00
Project Grant	18,460.00	11,043.00
<b>Total</b>	<b>22,053.00</b>	<b>13,597.00</b>
Expenditure		
Administrative Expenses	2,866.00	2,578.00
Project Expenditure	18,460.00	11,043.00
Property Expenses	1,322.00	408.00
Trustee Meeting Expenses	132.00	92.00
<b>Total</b>	<b>22,780.00</b>	<b>14,121.00</b>
Excess of Expenditure over Income: 2018-19	(727.00)	(524.00)

<b>SUMMARY BALANCE SHEET (2018-19)</b>		
Application of Funds		
Fixed Assets	2,761.00	1,537.00
Investment	28,050.00	20,800.00
Current Assets	2,622.00	18,986.00
<b>Total</b>	<b>33,433.00</b>	<b>41,323.00</b>
Sources of Funds		
Balance as per Income and Expenditure A/c	1,521.00	2,247.00
Endowment Fund	21,448.00	21,448.00
Building Fund	594.00	660.00
Fixed Assets Fund	2,168.00	878.00
Current Liabilities	99.00	114.00
Project Fund Balance	7,603.00	15,976.00
<b>Total</b>	<b>33,433.00</b>	<b>41,323.00</b>
*Auditors: Thakur Vaidyanath Aiyar & Co., Chartered Accountants, 221-223, Deen Dayal Upadhyay Marg, New Delhi - 110002.		

## **ISST BOARD OF TRUSTEES (as of March 31, 2019)**

**Ms. Sarojini G Thakur, Chairperson**

IAS (Retd.)

**Dr. Sharada Jain, Member**

Secretary, Sandhan, Jaipur

**Professor A. Vaidyanathan, Member**

Former Member, Planning Commission of India

**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.

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Former Director, Institute of Social Studies Trust (ISST), New Delhi

**Professor Ashwini Despande, Member**

Professor, Ashoka University, Sonapat

**Professor Peter Ronald deSouza, Member**

Professor, Centre for the Study of Developing Societies, Delhi

## **ISST TEAM (as of March 31, 2019)**

### **Delhi Office**

**Rajib Nandi**, Research Fellow and Office-in-Charge

**Monika Banerjee**, Research Fellow

**Rituu B. Nanda**, Consultant

**Mubashira Zaidi**, Research Analyst

**Anweshaa Ghosh**, Research Analyst

**Shiney Chakraborty**, Research Analyst

**Gurpreet Kaur**, Consultant

**Mahima Taneja**, Research Associate

**Ayesha Datta**, Research Associate

**Monika Sharma**, Project Consultant

**Akila Ramesh**, Librarian

**Nitin Shukla**, Accountant

**Kamalika Mukhopadhyay**, Programme Manager

**Sultan Singh**, Senior Administrator

**Mohan Singh**, Administrative Assistant

### **ISST Saathi Centre, Delhi**

**Amita Joshi**, Coordinator (ISST Community Outreach Programme) (till 13 June 2018)

**Kamlesh Gaur**, Coordinator

**Sunder Lal**, Community Programme Assistant

**Sarita**, Bachpan Coordinator

**Rajeev Kumar**, Field Coordinator

**Ivanka Vaish**, Peer Educator

**Kanika Agarwal**, Project Consultant

**Sneha Abraham**, Junior Project Consultant

**Anjali Mishra**, Project Consultant

### List of Interns and Volunteers (April 2018 to March 2019)

S.No	Name	Course	College/ Institute
1	Harsh (Intern)	BSW(1 <sup>st</sup> year)	Ambedkar University
2	Mahak (Intern)	BSW(1 <sup>st</sup> year)	Ambedkar University
3	Harshit (Intern)	BSW(1 <sup>st</sup> year)	Ambedkar University
4	Arti (Intern)	MSW	IGNOU
5	Meena (Intern)	MSW	IGNOU
6	Jaya (Intern)	MSW	IGNOU
7	Mithlesh (Intern)	MSW	IGNOU
8	Sudha (Intern)	M.Sc	AIIMS
9	Kusum (Intern)	M.Sc	AIIMS
10	Shanti (Volunteer)	B.Com (Final Year)	Delhi University
11	Kavita (Volunteer)	BA (Final Year)	Delhi University
12	Sanju (Volunteer)	BA (2 <sup>nd</sup> Year)	Delhi University
13	Ruby (Volunteer)	MSW (1 <sup>st</sup> year)	IGNOU





## Institute of Social Studies Trust

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