



INSTITUTE OF SOCIAL
STUDIES TRUST



ANNUAL REPORT 2020-21

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MESSAGE FROM THE CHAIRPERSON

It is with pleasure that we bring this year's annual report to you, even as we continue to define and evolve the 'new normal' in times of the COVID -19 pandemic. While some projects were delayed due to the travel restrictions, the organisation continued to forge ahead with its plans to remain a vibrant and responsive organisation.

The research teams at ISST took the initiative to design and conduct two studies one during the lockdown and the next as the unlock process began to bring forth the impact of these measures on women in the informal economy. The teams drew upon the existing networks to identify the women and engage with them even during these difficult times. It is a reflection of the ISST culture to undertake studies that would have contemporary relevance. The community teams as part of the Saathi Centre rose to the occasion to undertake relief measures to focus on those who typically get left out of the government measures. Through their work during these trying times, both the teams evolved new ways of working and upgraded their skills to engage through various online means.

Working from home for months together was a new experience for the teams and they had to find new ways to balance work and their care responsibilities, especially with those who had young children and elder members in the family. Some of the events like a retreat had to be put on hold and one hopes that as the COVID -19 situation improves, we would be able to take up activities that will continue to build a strong team spirit.

A thorough process of selection was undertaken to identify and appoint a full time Director. The process began in September 2020 and Dr. Jahnvi Andharia joined as Director and Research Fellow in January 2021. I would like to put on record my sincere appreciation to Dr. Rajib Nandi, Associate Director and Research Fellow for steering and leading the activities of ISST till this appointment, and my deep gratitude to the Trustees, Ratna Sudarshan and Kameshwari Jandhayala, for generously offering their time to guide and support the team and to manage various organizational affairs during this period.

It is the engagement with our co travellers – organisations that work directly with women from the informal sectors and the network and alliance members, that make our understanding of the issues from the perspective of women sharp and nuanced. I would like to thank them for generously giving their time for formal and informal conversations to enrich the discourse.

I would like to thank all our donors who have continued to put faith in the work of ISST and supported us. The support of Bill and Melinda Gates Foundation has enabled ISST to undertake a range of studies under the project 'Creating Momentum for Gender Transformative Programming and Advancing Gender Equity' to highlight issues of women in the informal sector. This project has also provided an opportunity to consolidate the work of ISST and combine with contemporary understanding of women and work through the development of a curriculum for an online course for practitioners, academicians and policy makers.





Sarojini G Thakur
Chairperson, Board of Trustees

The Heinrich Boll Stiftung, Regional Office, India continues to support the Gender and Economic Policy Forum which transitioned to an online mode to discuss issues of the impact of COVID on women informal workers and to examine the National Education Policy from a gender perspective. ISST is privileged to be among the few organisations identified by the Ford Foundation to be part of the BUILD grants portfolio which will provide an opportunity to work on core organisation building components that will enable it to work on the structural issues that impact violence against women. The project titled 'Sustaining Power for Women's Rights in South Asia (SuPWR) offers a very interesting opportunity to explore deeply reflective and contemporary qualitative methods of analysis to study various women's movements in India. ISST is the lead organisation for India in this project being led by IDS Sussex.

The Community work of ISST has been supported by two organisations, WIPRO Cares and the American Jewish World Service (AJWS). Various activities undertaken as part of the Bachpan Program of the Saathi centre and its outreach activities to involve the community have been supported by WIPRO cares. The year the work of the Youth Resource Centre was supported through ISST's own funds as it was seen as an important contributor in improving computer and vocational skills of the youth from under privileged communities.

On completion of the second phase of the work of the Yuva Saathi program which was supported by AJWS, the next phase too will be supported by them. This project is about "An Enabling Environment for Realising the Aspirations of Adolescents in Slum Settlements of Delhi". The program is expanding its focus to include not just girls but also young boys as it was realised that it is critical to engage with both girls and boys to effectively move the communities towards gender equality in the long run. ISST's role in shaping the ecosystem around gender transformative evaluation remains significant through its participation in various forums at the national and international level and the vibrant and active online platform of over 3500 members. The knowledge sharing and knowledge hub role of ISST is supported through its physical and online repository of books, periodicals and reports.

As the 40th year of ISST comes to a close, it is heartening to note that ISST remains an organisation that continues to bring forth evidence on issues of women and work through its largely qualitative studies to inform program strategy and policy. Finally, I would like on my behalf and that of all the Trustees to acknowledge , appreciate and applaud the spirit with which the team has shown initiative, commitment, determination and ability to work through adverse times to make significant achievements in these difficult times. I At the same time I would like to use this opportunity to thank various agencies and individuals who have helped us in multiple ways during this year. Lastly. I would like place on record my personal appreciation to all the Trustees for their time , commitment and guidance in maintaining ISST and as a vibrant women's organisation.

MESSAGE FROM DIRECTOR

This year marked the various phases of the COVID pandemic, the first wave of cases amid the stringent lockdown, the slow unlock process and just as the year was coming to a close the threat of the second wave seemed to be round the corner.

I joined ISST in January 2021 and got to know the diverse programs and teams of ISST. Following the CoVid protocols the teams worked from home mostly and came to office on a rotation basis. The field team had started their operations regularly, pretty early in the unlock period as they were responding to the requests of the parents to engage the children in creative and group activities.

Through my interaction with the ISST team it became clear that the organisation adapted to new ways of working and rising to the challenges of working through the pandemic. The team that firmly believes in bringing out the voices of the marginalized women, quickly rallied to formulate studies to first study the impact of Covid during the lockdown on women in 5 sectors of the informal economy and then a second round when the unlock process was initiated. The organization set in place new ways of coordination for the day-to-day affairs and work from home became the new normal for much of the year. Several research studies and projects had to be reimagined and a few had to be shelved as the context had drastically changed.

The community team showed immense courage to go out into the community as soon as it was possible due to their commitment to the children and their families. Relief measures to support their basic needs were undertaken during the lockdown period and as things opened up, the center activities were reorganized to keep up with the physical distancing norms.

The team participated in planning for the next phase of studies to be taken up. There was an overall sentiment that there is need to add new sectors to ISST's repertoire, such as women in Tourism, pastoral women and women farmers. In the coming year. In the coming year two online courses on women and work and gender transformative evaluation are expected to be launched.

The Gender and Economic Policy Forum switched to the online mode. ISST conducted three Discussion Forums, two focused on the impact of Covid on women's labour and violence against women and the third one reviewed the gendered impact of the New Education Policy, especially higher education. It has been a long partnership with Henrich Boll Foundation Regional Office India and we thank them for their support.

I take this opportunity to thank Bill and Melinda Gates Foundation for the support provided to ISST to examine the contemporary issues that can create momentum for gender transformative programmes and policies in the area of women's economic empowerment. We were able to take up studies related to the COVID situation early on due to the openness and focus on relevant studies.





Jahnvi Andharia
Director and Research Fellow
Institute of Social Studies Trust

The opportunity provided by Ford Foundation to examine organizational components is a welcome opportunity to explore what ISST can do to revitalize its commitment to gender quality from the lens of structural barriers that have an impact on gender based violence.

Our work with children of Kalyanpuri in East Delhi has been sustained with the support of WIPRO Cares Foundation. We appreciate the additional and timely support received for relief work to the needy families during the lockdown period.

The long standing and continued support of the personnel of the Kalyanpuri Police station by way of the space for the activities of Saathi Center provides stability to the work of our community teams.

The support of External Affairs Spouse Association Charitable Trust, (EASACT) provides opportunities to the Youth Resource Centre that ISST runs to help young boys and girls to become familiar with computers, offer them skill training and guidance for career options.

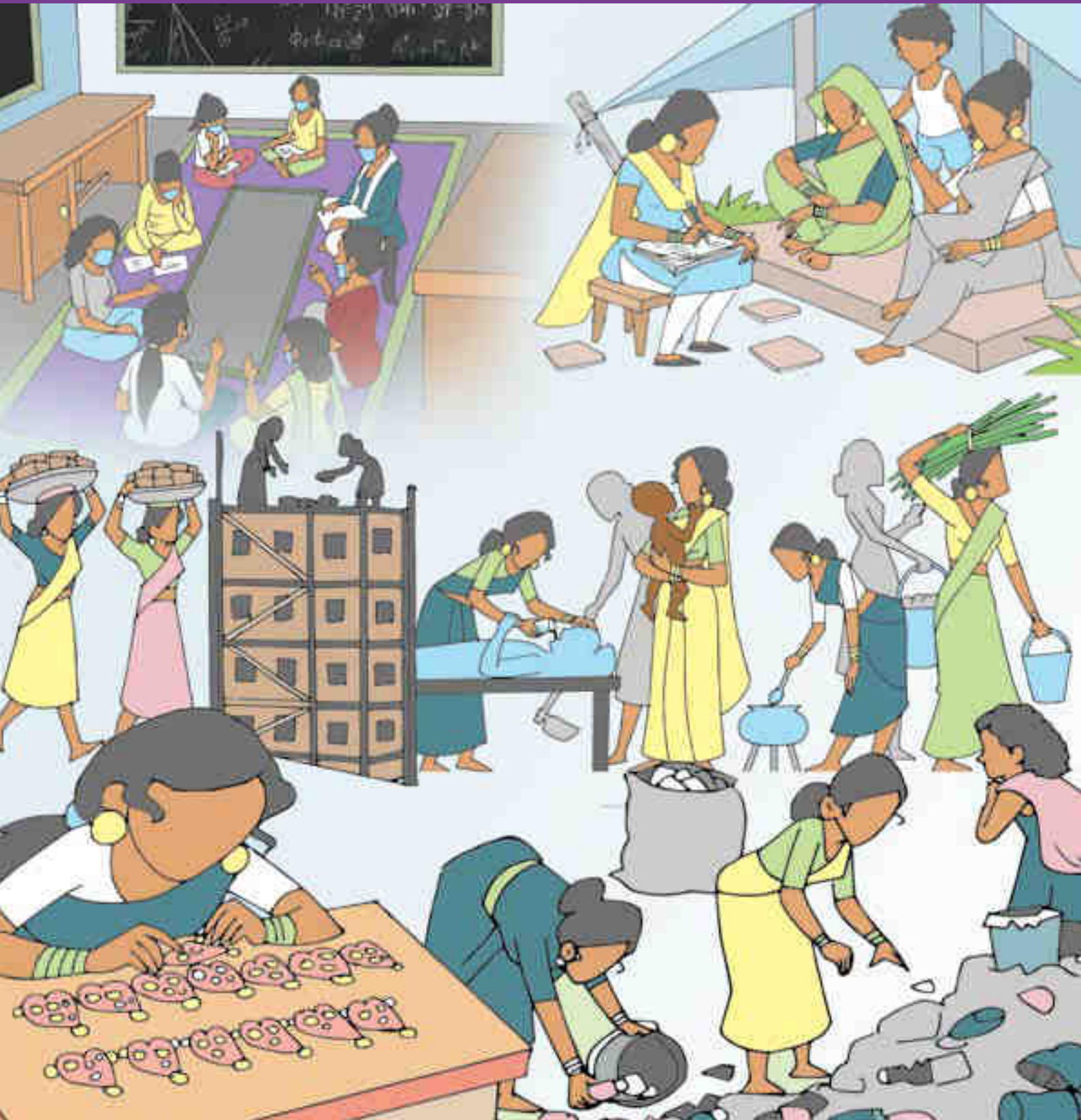
ISST was able to add another dimension to its work with the youth with Support from American Jewish World Service. We were able to engage with the young boys and girls to understand their aspirations and use a variety of mediums to help them express their aspirations.

With WIEGO and Utthan we were able to take up different studies of mutual interest. Such studies provide an opportunity for ISST to offer its skills and knowledge in the spirit of co-learning and co-creation.

We look forward to the continued support of our partners, donors in the journey of ISST.



OVERVIEW AND HIGHLIGHTS



Highlights

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 marginalized. 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 multidisciplinary 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 mobilization 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
- Knowledge sharing disseminating information around gender issues with fellow social researchers and organizations, and building solidarity networks

It was not easy to listen to the challenges faced by women respondents of the informal sector, as the face to face connect was missing and the dilemmas of a researcher only got heightened.

- Building capacity at micro and macro levels for strengthening work around women's issues
- Reaching out and making a difference at the community level through small interventions

ISST - Adapting to Covid Times

As the year began, just like the rest of the country, ISST was caught unawares and had to plan how to support the teams to work from home. As the restrictions came down, the finance and administrative functions were streamlined and the statutory procedures were completed. The data collection methodologies had to be changed relying on phones and internet. It was not easy to listen to the challenges faced by women respondents of the informal sector, as the face to face connect was missing and the dilemmas of a researcher only got heightened.

As it became evident that a 'new normal' would have to be defined, many of the projects had to be reimagined completely while most had to deal with time delays. At the community level reinforcing the need to follow COVID protocols and countering false information and rumors was a constant role played by the team.

List of Completed and ongoing activities provide an overview of the research projects.

Completed Research Projects

| Research Title | Supported By | Commencement Month | Completion Month |
|--|---|--------------------|------------------|
| Gender and Economic Policy Forum | Heinrich Boll Stiftung Regional Office New Delhi | May 2020 | October 2020 |
| Creating an enabling environment for realising the aspirations of Adolescent Girls from Urban Slum Settlements | American Jewish World Service (AJWS) | December 2017 | January 2021 |
| Safety Audit of Public spaces in 10 villages of Gujarat | Utthan Gujarat | June 2019 | December 2020 |
| Analysing Social Protection Policies and Programmes from the Perspective of Domestic Workers | WIEGO Limited | August 2019 | May 2020 |
| Youth Resource Centre | External Affairs Spouses Association Charitable Trust (EASACT) & ISST | April 2017 | September 2020 |

Ongoing Research Projects

| Research Title | Supported By | Commencement Month | Completion Month |
|---|-----------------------------------|--------------------|------------------|
| Creating Momentum for Gender Transformative Programming and Advancing Gender Equity | Bill and Melinda Gates Foundation | January 2018 | December 2021 |
| Sustaining Power for Women's Rights in South Asia (SuPWR) | IDS Sussex, (ESRC) | April 2020 | December 2024 |
| BUILD (Building Institutions and Networks) Initiative | Ford Foundation | August 2020 | July 2021 |
| Creating an enabling environment for realising the aspirations of Adolescent Girls from Urban Slum Settlements (Phase –III) | American Jewish World Service | February 2021 | January 2023 |
| Bachpan Programme | WIPRO Cares | February 2020 | January 2023 |



Acknowledgements

We are grateful to the following organizations for their support and partnership in the year 2020-21:



FORD
FOUNDATION

BILL & MELINDA
GATES *foundation*



EASA
Educational World Agency



Institute of
Development Studies



HEINRICH BÖLL STIFTUNG
REGIONAL OFFICE NEW DELHI



I M A G O
GLOBAL GRASSROOTS



We gratefully acknowledge donations in kind and cash from the following during 2020-21:



Asmita Joshi



PRODUCING EMPIRICAL RESEARCH



ISST continued to undertake a range of short studies that contribute to the discourse on various dimensions of women work especially in the informal economy. While the empirical research continued to explore nuances of structure and form of childcare services from the point of view of women care burden, this year three studies were located in the context of pandemic. The study aimed at capturing the experiences of women workers in the gig economy that was initiated last year, saw some delay due to the pandemic. With changes in the methodology and the addition of the impact of COVID most part of the study was completed in this year. The 4 year longitudinal study on women's movement and the strategies used to counter the backlash took off this year. This study relies on reflective writing and methodologies that will help capture voices of women to foreground their perceptions and experiences to build the narrative around women's movements in the arena of family, community, market and state.

Compendium on Childcare Facilities

Last year an evaluative study to assess the impact of full day childcare and after school care to children on women's economic empowerment was envisaged. It had three phases – first a collation of existing research studies, and devising a pilot to develop the methodology; second was to collate various facilities existing and selecting them for the evaluation process and the third comprise of drawing out the non-negotiables/comprise of the drawing of non-negotiables, and principles for effective full day child care and after school care facilities.

A method of purposive sampling and snowball technique through semi-structured and in-depth interviews was adopted to gain an insight into the functioning of the facility and the approach of the organization.

The first phase of the study was completed; however, second phase ran into problems due to COVID. All facilities had stopped their operations due to the pandemic. The ISST team decided that it would be worthwhile to redesign the second phase into creating a compendium of Child care services which aims at collating comprehensive data on childcare facilities across India. It aims at evaluating the roles, duties and responsibilities of different players such as the provider, the target group, the provisions of the facility, role of the community, but most importantly its impact on mothers, children and their families. Through this compendium, the research team would highlight the childcare provisions of the different organisations interviewed by the team, ultimately helping in propagating the most suitable model which can be adopted in the near future for the benefit of both women and children.

A method of purposive sampling and snowball technique through semi-structured and in-depth interviews was adopted to gain an insight into the functioning of the facility and the approach of the organization.

The pandemic did, however, put a halt on the interviewing and data collection process due to the difficulty in approaching the various organisations as a result of their engagement in relief work, their invisibility in the public

domain and certain delays or gaps in fixing appointments on the online platform. An important component that the team brought up during the interviews was to address the motivation behind their initiative, to better understand their goals.

Childcare centres, specifically full-day quality childcare centres are essential to ease the burden of work for women. When a childcare facility is seen as a safe space for children, women in turn will use it as their support system. The rationale, therefore, is to bring more visibility to different organisations that are providing this facility; evaluate and understand their models, their target groups, their lens, and their impact. A full-day childcare programme, has a positive impact on the well-being of both the child and mother, and also enhances their ability to access income opportunities.

The compendium also aims to advocate and portray childcare and after-school care as a public responsibility, which challenges the patriarchal norms around women being the primary care providers. Through this study, the research team tries to understand how such provisions bring the community together, especially women and mothers, by providing a safe-space for them to voice their personal matters of abuse and other issues.

The interviews and the subsequent brainstorming sessions led the research team to the understanding that a full-day quality childcare facility has to be made a universal provision for all children under the age of six as an important strategy to support informal women worker's ability to access decent paid work opportunities.

Women and Their Childcare Needs: Addressing Childcare Provisioning in India through a Gendered Lens

When ISST organised a two-day national workshop in 2018 on 'Women and their childcare needs' as part of its broad objective of understanding and highlighting barriers to women's economic empowerment, the idea to take up the subject as a research paper was in its initial stage. The aim of the workshop was to collate existing evidence that supported universal child care provisioning as one of the strategies to achieve women's economic empowerment. After a thorough look at the research gaps and critical areas of study, it was decided that it would be useful to equate the output of the workshop with the findings from



Photo Courtesy: The Indian Express





recent empirical studies in form of a paper, in order to create new evidence that would corroborate the provision of childcare support as a mechanism to ensure an increase in female workforce participation and to provide a nurturing environment to children.

The major concern highlighted in the paper is that while government schemes and state intervention has benefitted children through holistic growth and development, it has failed to provide support to working and earning women, by easing their burden of work responsibilities. It puts the burden of childcare on the family, specifically the mother and reinforces the idea that all care-work is a woman's responsibility. As a result, these women struggle to strike a balance between household chores and their paid work.

This notion also guides the laws, policies and programs linked to childcare in the country and makes them incapable of equally dividing the burden that it puts on women, specifically those who need to work and earn a living. It adopts the 'Care Diamond Model' to evaluate the limited provisioning of the child-care system in India by looking at various providers of childcare support.

Furthermore, it also focuses on how this dual burden of work impacts women negatively, not only taking a major toll on their physical and mental health, but also affecting the quality of care that the burdened woman is able to provide to her child.

An Exploratory Study on Women Workers in the GIG Economy in India

Technological progress and digitalization have given rise to newer forms of employment and other opportunities, often referred to as the 'Gig Economy'. This encompasses all forms of on-demand work guided by online platforms like Ola, Uber, Zomato, Urban Company among many others. There is however, a scarcity in terms of literature and research around women-worker's experiences and contributions in this new economy which also falls in the spectrum of the larger informal economy.

'An exploratory study on women workers in the Gig economy in India' attempts to fill these research gaps by examining women's engagement pertaining to four broad sectors where they were found to be heavily involved. These were; domestic work, beauty work, cab



Photo Courtesy: CHANDAN KHANNA / AFP / Getty Images

driving and food delivery in three urban cities namely Delhi-NCR, Bengaluru and Mumbai. Through a gender and labour rights lens on the gig platform, the study explores the platform's gendered structures, practices and working conditions. For this purpose, in-depth interviews were conducted with a wide range of actors in the 'gig universe', like women workers, platform representatives, government officials, skill development institutes and trade union members, across the four sectors.

The report attempted to map the existing gig economy based on the platforms, start-ups and companies that were part of the study. This mapping was carried out to understand how the two main models – "gig" and "hybrid" – made space for women's participation in the gig economy based on these characteristics: ease of entry/exit, asset requirement, flexibility and autonomy, risk and vulnerability, ability/capacity to earn.

The report reveals and highlights the working conditions of women workers in the gig economy which continues to operate largely as part of the informal economy. It challenged the idea of 'flexibility' which is often portrayed as the reason for the huge popularity of the gig economy for workers across the globe, and especially considered most suitable for women

workers. The paper also calls attention to the lack of social and legal security instruments for the workers such as pension, maternity benefits, insurance, etc., which further pushes them to the periphery and puts them in the most vulnerable and disadvantaged categories. The report also gives evidence and reasons why the gig economy is under-regulated in India which allows for further exploitation of gig and platform workers. Most of the platforms see them as independent contractors and not workers which contributes to devaluing their labour.

Important issues concerning women worker's right to maternity leaves, incidents and reporting of sexual harassment at workplace and other safety related aspects have been raised and discussed upon in detail. This is crucial because despite having training sessions to make women workers aware about these issues, they still hesitate to open up about abuses they face and continue to suffer. Based on the findings, the research team has provided some recommendations in order to make the gig economy a lucrative and inclusive opportunity for women workers in India.

With this study ISST has opened up a new research agenda as it remains responsive to the changing nature of women's labour in the platform economy.



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Impact on Women Informal Workers in The Wake of COVID-19 Pandemic and the Subsequent Lockdown

It is well established that women all over the world are inevitably involved in some kind of productive and/or reproductive activity, but much of their work goes unnoticed. Most often



Impact of lockdown on COVID-19 and subsequent lockdown on women informal workers (April-May 2020)



Photo Courtesy: Telangana Today

The study revealed that Construction workers were the worst hit as all of them reported loss of paid work, while 97% of the street vendors reported that there was no income during the lockout period. 54% of women street vendors have taken emergency loans from the local moneylenders at a very high-interest rate to make ends meet. Waste pickers too faced major challenges which gravely affected their earnings. Women home-based workers stated that their income dropped significantly, owing to the closure of factories and supply chain disruptions, restrictions on transports carrying raw materials and payments withheld by subcontractors/employers.

Although the struggles faced by women in different sectors varied considerably, more than half of the women indicated the unequal division of the domestic responsibilities and stated that hardly any male members helped them with household chores.

The findings of the research were disseminated through a webinar conducted in June to address the issue and call for immediate attention for the aid of women informal workers.



Phase II - Impact of COVID-19 and Reopening of the Economy on Women Informal Workers (October – December 2020)

It was found that the lockdown had a severe impact on both paid and unpaid work and the income of women informal workers, with almost 80% of the respondents stating that they lost their job during the lockdown. Even after the lockdown was lifted, they were not able to return to work despite their desperation, due the fear amongst their employers of contracting the virus. Many project developers reduced the number of on-site workers, and women were the first ones to get laid off. For instance, the majority of the godowns were closed, which made it hard for the waste workers to collect, segregate and sell waste.

Women workers suffered the dual burden of paid and unpaid work. As a result of unemployment, they were pushed into a financial crisis causing extreme stress, suffering and challenges, even to access basic and essential goods and services. Their non-recognition and invisibility deprived them of most government relief package or benefits. An added burden of child and elderly care exacerbated the situation for those women who were able to somehow continue or resume their work as they were forced to work double shifts. Shortages in food supplies and other essential commodities, and lack of access to healthcare services further deteriorated their conditions and affected their physical and mental well-being.

Desperate times call for desperate measures, therefore, they had to resort to negative coping strategies such as taking out loans from moneylenders at a high-interest rate, which led them into a debt trap, skipping meals, reduced food intake and pulling out of the older children from education to seek any kind of wage work. Based on the data collected and an extensive analysis of the interviews each study proposes a list of recommendations that can be adopted by the government and the civil society to protect women informal workers from social and economic vulnerabilities.

The findings were disseminated in various forms – a webinar in January 2021, and publications in popular digital media as well as journals.



Photo Courtesy: shutterstock.com



than not, it is the women from poor households who work in vulnerable categories of the informal sector, largely employed in low skilled, low paid work with little to no social security, thus facing different structural constraints. The COVID-19 pandemic has taken their lives by storm, and only intensified these pre-existing inequalities, exposing vulnerabilities across every sphere, from health to the economy, security to social protection which women bore the brunt of, most simply by virtue of gendered norms.

Against this backdrop, ISST conducted two sets of studies in two phases in an attempt to understand the immediate impact of COVID-19 imposed lockdown on women informal workers in urban Delhi, and the changes that came about in their life after the lockdown was lifted. These women were involved primarily in five sectors namely, Domestic Work, Street Vending, Waste Picking, Home Based Work, Construction Work. Each sector has been undertaken and dealt with as a separate research study in Phase 2, to assess the following:

1. The impact of the COVID-19 imposed lockdown on women's paid and unpaid work, livelihoods and access to public infrastructure and basic essential items.
2. The challenges women are facing and the strategies they are adopting to cope

up with this COVID-19 pandemic and the subsequent lockout owing to this.

3. Map the way their situation changed once the lockdown was lifted.

The data for the study was collected through a mixed-methods approach of telephonic surveys and in-depth telephonic qualitative interviews with key informants and women workers in each sector. In keeping with the ISST tradition of partnering with grassroots and field based organisation, for this study too different partner organisations (Chetnalaya, Janpahal, Bal Vikas Dhara, Mahila Housing Trust, Nirman Mazdoor Panchayat Sangham) working in each of these five sectors in Delhi joined the study. These partner organisations interviewed women adults in each of these five sectors and gathered information about the impact of COVID-19 on their day-to-day life.

Locating the processes of Non-State Relief Work during the COVID-19 Lockdown in Delhi

The study under BMGF funding was launched in January 2021 with the objective to draw lessons from the experiences of non-state front

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.

line workers such as NGO workers, community leaders and youth groups in providing relief during the first national lockdown in four slum settings of Delhi. The study also aims to throw light on the wider structural inequalities in the society by studying how the crisis was experienced varyingly by different social groups, and what were the challenges faced in meeting the requirements of different social groups in the context of the COVID19 lockdown in Delhi. The study draws on the framework of gender responsive intersectionality that includes the principles of social justice and equity, recognition of diverse knowledge, importance of time and space and its dynamism in analyzing the intersecting categories. The findings from the study will respond to the policy needs of both the government and the civil society in crisis response situations.

The four slum communities identified for the study are Yamuna Khaddar, JJ colony in Bawana, Seelampur, and Sanjay camp. Semi-structured in-depth interviews are being conducted with various key actors in the community involved during the relief work. These include in-depth interviews with relief workers, community leaders and beneficiaries, state workers such as the police, ASHA and anganwadi workers, as well as, women's groups and NGOs, community-based organisations, and political representatives. 30-40 in-depth interviews are being conducted in each of these areas.

Sustaining Power for Women's Rights in South Asia (SuPWR)

ISST leads the India chapter of a 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 research as per the timeline will span four years and include study tools such as document analysis, stakeholder interviews, event cataloguing, movement diaries, oral life histories, reflective workshops, and FGDs.

An inception workshop was organised in Sri Lanka from 24th to 28th February 2020, by IDS to kickstart meaningful discourse around the subject. Through the research, the team aims to gain an insight into women's understanding of their agency and how this is strengthened or weakened by the local conditions of their struggles; and how individual struggles interact across spaces and groups, aggregating up to larger community market and systemic change processes. It will also further enrich existing research around women's struggles across social institutions, contributing to the feminist analysis of contemporary women's struggles across countries.

In preparation for the data collection, the country teams – India, Pakistan, Bangladesh, and Nepal with IDS Sussex, held a two-week long discussion to fine tune and finalize the methods and tools for the study. Subsequently, the teams participated in a series of reflexive writing workshops between November and December 2020. Reflexive writing is an important skill that the team would employ at every stage of research from data collection to analysis. Furthermore, a data management protocol has also been agreed upon for data security and protection.

A five-member country reference group (CRG) for India has been set-up to support review and



discussion on the key elements of this study by external experts. Presently, the CRG members include Ratna Sudarshan, Zoya Hassan, Manjula Pradeep, Akshay Khanna, and Rukmini Sen. The first CRG meeting was held on 29th October 2020.

The ISST team commenced data collection in an online mode from November 2020 beginning with oral histories with members of the two women's struggles, namely, Samarthan Mahila Sanghathan supported by Utthan, Gujarat, to study the movement located in the community space and Bharatiya Muslim Mahila Andolan, Mumbai to study the movement located in the family space. As of March 2021, the ISST team has conducted interviews with other members of the movement, as well as allies of the women's struggles.



Photo Courtesy: AP Photo Altaf Qadri



INSIGHTS/OUTCOMES

For the world at large, last year meant discovering the limitations and possibilities of working in times of a pandemic which requires physical distancing and keep one another safe from being infected. For ISST it was no different. As it became clear that the pandemic would take anything between a 2-5 years to ride out, the team put in place new ways of working. Empirical research had to move to digital and online modes of data collection. While it seemed that all other studies would have to be put on hold, the team worked on the idea of studying the impact of the lock down and later the unlock on women in the informal sector. It is to the credit of the research team that they quickly designed the study, identify the partners, developed the tools and completed data analysis within a short time. The studies were timely and were among the first to be put out with a clear gender lens on the informal sector.

The experiences of changed methods of data collection triggered an internal reflection on a new set of dilemmas that the researchers faced. In March the team decided to first do an internal presentation on research methods in the time of pandemic and later hold a roundtable with other researchers to create a shared space to bring together reflections on research methods and emerging challenges and ways to overcome them.

As part of a planning exercise for the following year, the team expressed a strong need to explore the gender dimensions of labour in sectors which have not been explored by ISST, such as in the Tourism sector, Non Traditional Livelihoods, Pastoral communities and in Farm based work. This will broaden the scope of work of the ISST and bring its expertise to new sectors.



PROMOTING DIALOGUE AND DEBATE



Over the past 10 years this process has been formalized under the Gender and Economic Policy Forum where current and relevant themes are identified and a distinguished panel of speakers are brought together to share their thoughts to provoke discussions.

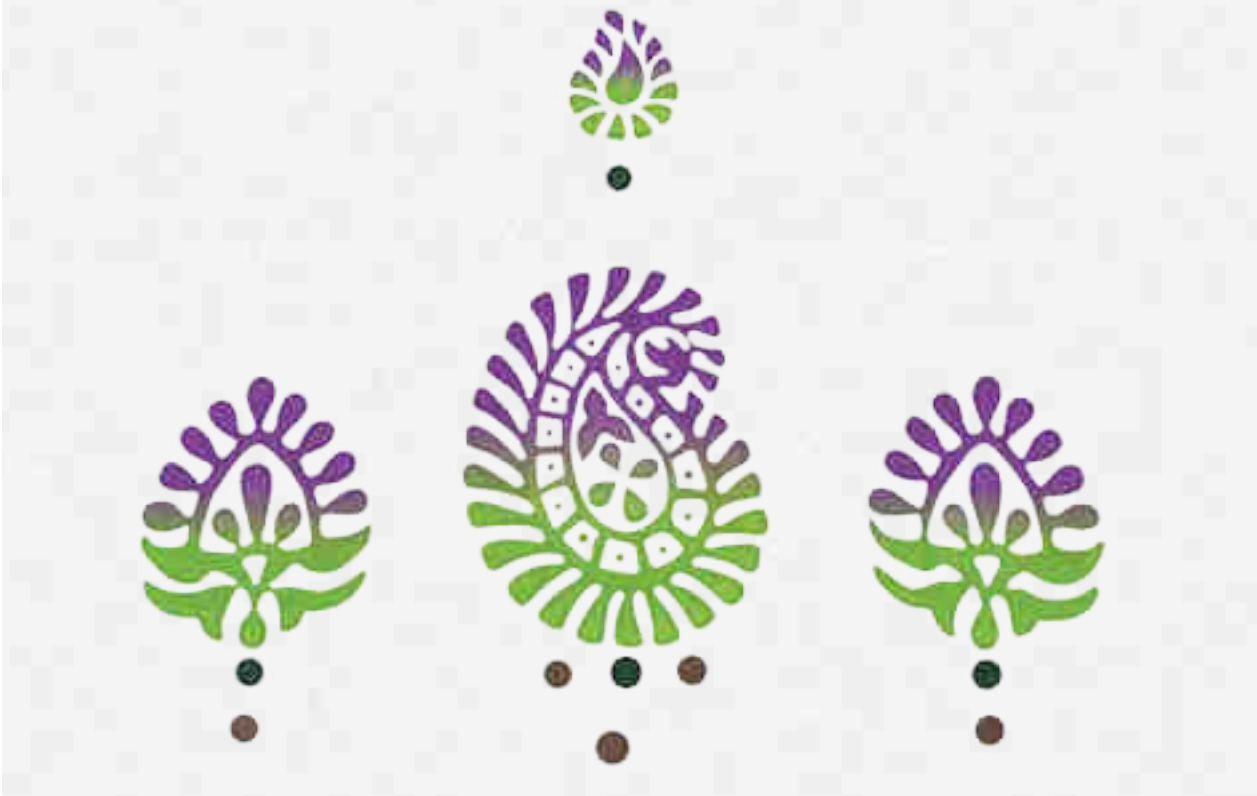
The research findings are aimed to inform various stakeholders on issues that need attention be it at practice level or at policy level or with peers in the field of research. ISST regularly holds various events to inform the organization and shapes its own research agenda. Over the past 10 years this process has been formalized under the Gender and Economic Policy Forum where current and relevant themes are identified and a distinguished panel of speakers are brought together to share their thoughts to provoke discussions. Usually, these forums are held in a

face to face mode. Due to the pandemic this year these forums were held online.

| Date | Topic | Panelists |
|--------------------|--|---|
| August 25, 2020 | Gendered impact of COVID-19 pandemic and associated lockdown: The readjustment of women's labour | <ul style="list-style-type: none"> ■ Ms. Shalini Sinha (India Country Representative, WIEGO), ■ Ms. Tejaswi Sevekari (Director, Saheli Sangh), ■ Ms. Shubha Chacko (Executive Director, Solidarity Foundation). <p>Moderator: Ms. Bharti Birla (Chief Technical Advisor, Project manager, Sustainable Global Supply Chains in South Asia, ILO DWT for South Asia and CO for India).</p> |
| September 25, 2020 | Impact of COVID-19 Pandemic and the subsequent lockdown on violence and women's security | <ul style="list-style-type: none"> ■ Dr. Nayreen Daruwalla (Director, Prevention of Violence against Women and Children, SNEHA), ■ Dr. Alana Golmei (General Secretary, Northeast Support Centre and Helpline; Founder- Pann Nu Foundation) and ■ Dr. Kalpana Viswanath (Co-founder and CEO Safetipin). <p>Moderator: Nandita Pradhan Bhatt (Director, Martha Farrell Foundation)</p> |

| Date | Topic | Panelists |
|------------------|--|---|
| October 28, 2020 | Assessing the gendered implications of the National Education Policy 2020 on higher education in India | <ul style="list-style-type: none"> ■ Dr. Manasi Thapliyal Navani (Asst. Professor, School of Educational Studies, Ambedkar University, Delhi), ■ Dr. Radhika Menon (Asst. Professor, Department of Elementary Education, Mata Sundri College for Women, Delhi University) and ■ Dr. Protiva Kundu (Additional Coordinator, Research Centre for Budget and Governance Accountability). <p>Moderator: Prof. Anita Rampal (Former Dean, Faculty of Education, Delhi University).</p> |

GENDER AND ECONOMIC POLICY DISCUSSION FORUM



Gendered Impact of COVID-19 Pandemic and Associated Lockdown: The Readjustment of Women's Labour (Forum No. XXXII)

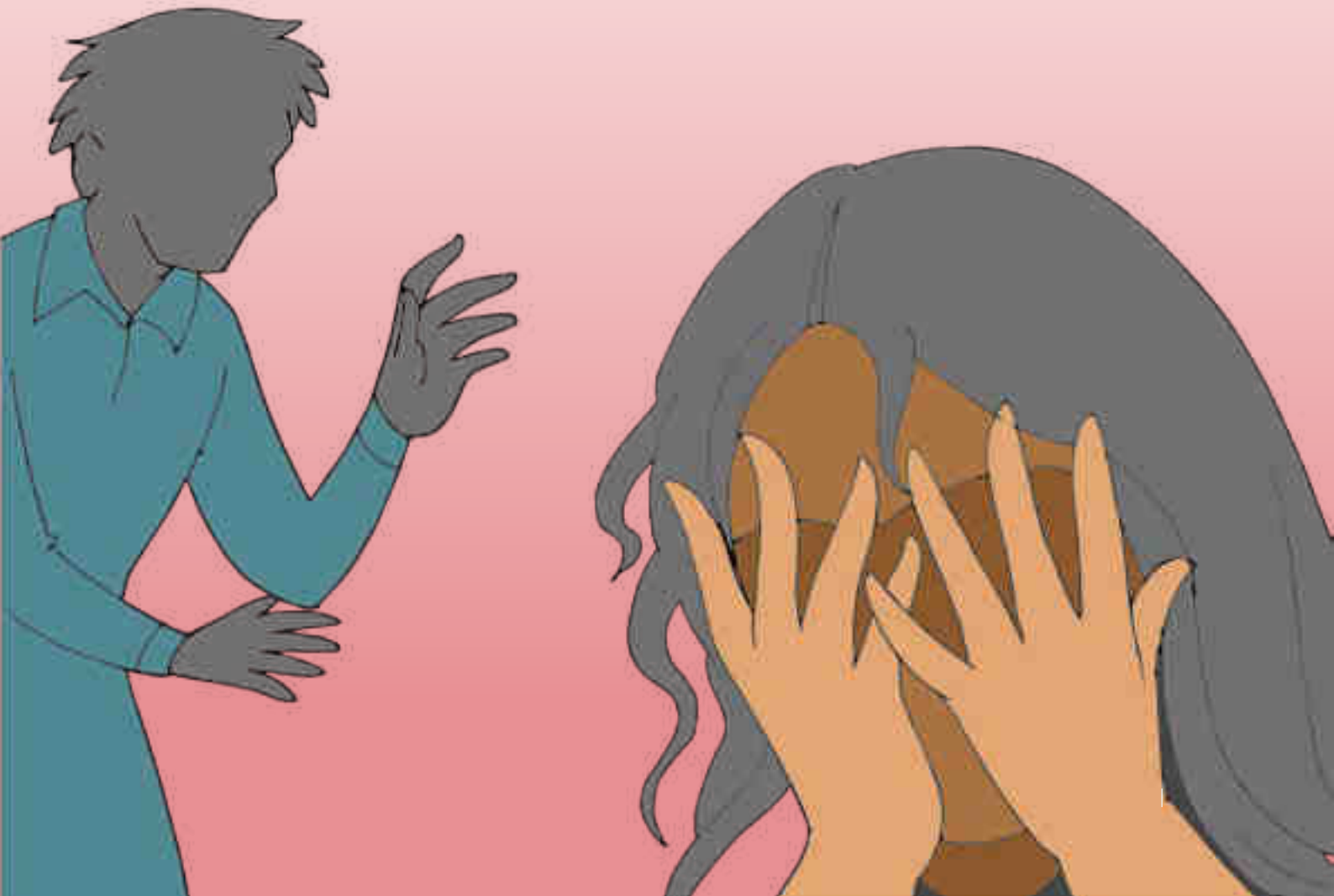
The effects of COVID-19 and the subsequent lockdown on India's workforce are notably gendered, and most pronounced in the case of informal workers who were left to fend for themselves in the face of massive layoffs, depleting savings and a largely inadequate public infrastructure system that often fails to reach them.

Understanding these gendered implications requires contextualizing the impact within a framework that recognizes invisibility, devaluation, criminalization and penalization of women's work leading to diverse yet specific vulnerabilities across sectors and spaces. Women working in informal places of work such as home-based work, domestic work, street vending and waste picking were the worst affected owing to their already marginalized and poor conditions of work. They also have

Women also faced other challenges like food insecurity, lack of access to water and basic services, an alarming rise in unpaid work burdens and violence at homes, deteriorating mental health, and lack of access to information regarding the virus and preventive measures.

no means of recognition, a safety net or social protection.

Certain categories like sex workers, and workers from gender and sexual minorities were doubly vulnerable to stigma and discrimination due the criminalization of their identities and occupations. Women also faced other challenges like food insecurity, lack of



access to water and basic services, an alarming rise in unpaid work burdens and violence at homes, deteriorating mental health, and lack of access to information regarding the virus and preventive measures.

The recommendations based on the studies brought our five broad domains of recommendations which include amending the legal framework that decriminalizes certain identities and occupations, stimulating the economy and employment through fiscal and monetary policies, and overall an inclusive reimagining of planning and recovery models that recognize the vitality of women informal workers.

Impact of COVID-19 Pandemic and the Subsequent Lockdown on Violence and Women's Security (Forum No. XXXIII)

Gender-based violence has both increased and deepened over time in India. Speakers at the forum highlighted data availability, institutional capacity and equal access to redressal systems as being key to eliminating all forms of violence. Since specific groups of women based on their caste, region and occupational backgrounds are at greater risks, it becomes imperative to use an intersectional lens which recognizes these vulnerabilities.

Women's agency to cope with violence and seek redressal is severely compromised due to spatial inequality which leads to invisible costs and risks that women have to bear in the form of fear and violence. All forms of violence saw a rise during the pandemic as a result of restriction in mobility that confined women to domestic spaces with greater expectations and responsibilities to do household chores and care work.

Various factors such as income-loss, job loss, food insecurity, lack of social protection, lack of sanitation etc., aggravated women's situation across low-income families. There was also a rise in violence towards women, specifically in Northeast India as they were targeted as corona-carriers due to racial stereotyping which caused mental trauma as a result of constant abuse.

On a hopeful note, community networks were instrumental in filling the void left by the public systems during the lockdown, as they engaged in relief, rescue and rehabilitation efforts. However, a shift to online mode made tertiary level prevention strategies like counselling and legal aid extremely challenging.

The discussion brought out five key pillars of action as we build forward- ensuring equal access to justice, greater accountability from employers and public institutions, universalizing comprehensive redressal and care, inclusive urban planning and creating awareness.



Assessing the gendered Implications of the National Education Policy 2020 on Higher Education in India (Forum No. XXXIV)

The National Education Policy, according to the Ministry of Human Resource Development, 2020, proposes to completely overhaul and re-energize the higher education system in India. It aims to address challenges such as severe fragmentation, rigid separation of disciplines, limited access, limited decentralization, ineffective regulation and low emphasis on research.

The discussion was aimed at critically reviewing NEP 2020, with a focus on Higher Education using a framework of gender equality and rights. The aim was also to understand how NEP 2020 impacts the most vulnerable and marginalized



Photo Courtesy: UNICEF/UN0284179/LeMoyne

sections of our society in the light of structural issues such as unequal access and systemic discrimination. Moreover, the speakers also came up with certain immediate and long-term action points for the education policy.



PROMOTING DEBATE THROUGH KNOWLEDGE SHARING

ISST contributes the discourse through various papers based on secondary research and analysis. In this year the themes covered include after school care, Digital economy, assessing the labour codes from a gender lens, examining various dimensions of declining female labour force participation, examining monitoring and evaluation indicators from the lens of women's economic equality and empowerment.

After-School Care, Child Development & Women's Economic Empowerment: Rationale, Progress and Challenges'

After-school childcare services benefit children through child development and protection, but also have an added advantage for women as they facilitate their economic participation. Existing literature also indicates that after-school childcare aids in child development, child education, child protection, economic efficiency, poverty reduction, reduction of maternal stress

and women's overall empowerment. In India, after-school childcare services have not received adequate attention and are not incorporated in policies pertaining to education, children or women's empowerment.

The study "After School Care, Child Development and Women's Economic Empowerment" essentially explores the rationale for after-school care services internationally, and in India; the policies of the Indian government with regard to after-school care and the gaps therein; the different micro models of after-school care services internationally and in India; evaluation frameworks to assess the impact of after-school care on child development/ protection and women's economic empowerment, and their findings; and finally the Implications of the synthesis for after-school care policy and standards in the Indian context.

The research undertook the study of ten models: four from economically developed countries, one from an upper middle-income country (South Africa) and five from India (a lower middle-income country). The aim was



The research undertook the study of ten models: Four from economically developed countries, one from an upper middle-income country (South Africa) and five from India (a lower middle-income country).

to address the degree of women’s economic empowerment and child development/ protection granted in each of these models. After careful and extensive evaluation of each model, their findings and the evident benefits and positive impact of after-school childcare benefits have been elaborated upon.

The evaluation methodologies of after-school care centres adopted quasi-experimental methods like ‘before/after’ or ‘participant/non-participant’ child or/and mother or parent. Evaluations in developed countries have included questions pertaining to child development/ protection and women’s economic empowerment, while in South Africa and India it has focused more on child development/ protection.

The study concludes by urging the Indian government to frame appropriate policies on after-school care services to boost women’s economic participation and empowerment, child development and child protection. The detailed understanding of the impact different models of after-school care services had in India, South Africa and other middle-income countries could be taken into account to provide a better insight into policy making.

In a nutshell, the study emphasises on the need to highlight the issues of childcare as both a social as well as a state responsibility. For a more holistic approach, the paper discusses the experiences and outcomes of other countries with regard to their systems of full-day childcare, to throw light on how these provisions can create a more nurturing environment for both the mother and the child. A comprehensive list of recommendations based on the discussions that took place in the workshop has been provided, while also touching upon research areas that require immediate attention.

The Macro Economy and Implications for Women’s Work: “Digital India”,

A UN High-level report published in 2017 suggests that all over the world, women are 14 percent less likely to own a mobile phone, and have 12 percent lower access to the Internet than men. These statistics are even more prominent especially in India, as figures indicate that women are 46 percent less likely to own a mobile phone.





Photo Courtesy: business-standard

The paper locates both the contexts of women's work in India, as well as the wider relationship between labour laws and women's work, including paid and unpaid work.

The urban-rural divide only makes it more apparent. Despite such diminutive numbers, there is no official gender-wise disaggregated data or study undertaken on access to mobile phones and the Internet. Against this backdrop, the paper investigates the gender segregated employment pattern and wages in the Information and Communication Technology (ICT) industry by using the Employment and Unemployment schedule of the NSSO (68th Round, 2011-12). The paper tries to capture the benefits of digital technologies among female informal workers and in young girls' lives through personal interviews and focus group

discussions (FGDs) in Delhi. Digital technologies can empower women by increasing their awareness, strengthening their social networks and providing them with greater socioeconomic opportunities.

Based on the findings, the paper concludes that education plays an important role in getting jobs in the ICT sector and recommends the urgent need for state intervention in providing women with improved access to digital technologies.

Labour Law Reforms and Women's Work in India: Assessing the New Labour Codes from a Gender Lens

In the light of the COVID-19 pandemic and the urgency to impose a nation-wide lockdown with just a four-hour notice, it is hard to unsee the extent of poverty and misery faced by the labour population in India. Millions of informal labourers, shaken by the loss of livelihood, income and habitat, struggled to make ends meet to plan survival.

If this was not enough, in May 2020, states like Gujarat, Madhya Pradesh and Uttar Pradesh among others, proposed major reforms in easing the existing labour laws. The government accelerated the pace of its 'reform agenda' in the name of encouraging investment and reviving the economy. These changes suggested exemption of certain new projects from the provision of labour laws altogether. Although rules pertaining to minimum wages and accident compensations continue to be effective, these states permitted imposing extra working hours from 8 to 10-12 hours and the suspension of the right to strike for varying lengths of time for different sectors by several states.

Such changes disproportionately affect women informal workers, forcing them into a vicious cycle of poverty. Most often than not, their work falls outside legal protection or regulation that defines their informality. The new labour codes have only exacerbated their conditions.

The purpose of this paper is to provide an overview of the changes made by the Code as they pertain generally to informal women workers. The paper locates both the contexts of women's work in India, as well as the wider relationship between labour laws and women's work, including paid and unpaid work. It also draws on the proposals made by the Second

National Labour Commission (SNCL), which has formed the basis of the reforms, as well as the reports of the National Commission for Enterprises in the Unorganised Sector (NCEUS), which have made several proposals for regulating the informal economy, to evaluate the import of the Codes for informal women workers.

Re-Thinking Women's Work: an Analysis of Determinants Behind Low Women Labour Force Participation in Delhi

Women's workforce participation rates in India, as measured by the National Sample Survey Organization, have been low and consistently declining over the last 15 years. A key reason for this is that most of women's unpaid work goes unnoticed, unaccounted for and excluded from the large sample surveys on employment. Evidently, the data collected continues to disregard and overlook women's work and fails to map their multiple contributions to the economy.

Women's work includes paid and unpaid work. Paid work consists of remunerated market





Photo Courtesy: vibesofindia.com

Women informal workers receive less than half the male wage rate which also underscores the fact that gender pay gaps are larger in the informal than in the formal sector.

activities and is accounted for in the labour force statistics. The study however reveals, that women's unpaid economic activities are of two types. Most women are involved in production by producing goods for household consumption, such as milk from family-owned cows, firewood or water collected to meet daily requirements. Such activities are not included in GDP, and the women producing them are not counted as workers by official surveys.

Our team of researchers also classified women's unpaid economic activities into two categories, namely the Domestic duties (indirect care) and care work (direct care). The study elaborates on the definitions of these concepts, emphasising on the importance to monetise their work, otherwise the possibility of them becoming victims of time poverty.

The study also proposed a list of recommendations in an attempt to reform the norm, in order to reshape

the strategy towards recognising and providing adequate remuneration for women's unpaid domestic work.

“Women in the Indian Informal Economy”,

In India, women are almost always involved in some kind of productive and/or reproductive activity, but much of their work goes unnoticed, and they are largely employed in low skilled, low paid informal work with little to no social security, for instance, as domestic workers or self-employed home-based workers. They constitute the informal economy. In many cases, caste or religion-based disadvantages, even within a larger context of women's marginalisation are also prevalent.

With its persistent gender-based occupational segregation within this informal workforce, the COVID-19 pandemic has only intensified pre-existing inequalities, exposing vulnerabilities across every sphere, from health to the economy, security to social protection.

The immediate economic impact of the pandemic induced lockdown is already being felt by informal workers, and women are likely to bear the brunt of job losses the most. With high retrenchment rates, women are most likely the first to get laid off or face salary cuts when compared to their male counterparts. The informality of the work is indicative of the lack of job security.

Most women are involved in production by producing goods for household consumption, such as milk from family-owned cows, firewood or water collected to meet daily requirements.

The paper addresses these concerns and delves into the various factors upon which the level of informality varies and how it pans out. Women informal workers receive less than half the male wage rate which also underscores the fact that gender pay gaps are larger in the informal than in the formal sector. The study concludes by providing a list of recommendations to improve the conditions of work for women in the informal economy in India.

Monitoring, Evaluating and Furthering Progress on Women's Economic Equality and Empowerment

According to statistics in the Global Gender Gap report 2020, the gender gap in the economic sphere has widened over the years, both globally and in India. This called for an urgent need to analyse the progress on gender and economic equality and empowerment of women (GEEEW) in India and envisage whether the various commitments in this regard in the form of international conventions are likely to be ac-



Photo Courtesy: knot9.com

The paper makes a distinction between formal and substantive gender equality, and reveals that India has so far only made progress in the former.

completed. Based on this, a roadmap to guarantee improvement needs to be developed.

In this context, the paper, 'Monitoring, evaluating and furthering progress on women's economic equality and empowerment' had five primary objectives: To conceptualise gender equality, women's economic empowerment and gender indicators; to identify indicators of GEEEW in the Indian context, drawing on international conventions; to track progress on GEEEW indicators nationally and across location, states, castes, class, age and marital status and comment on possible progress by 2030; to review government perception on progress/gaps on GEEEW and proposals for the future; and to point to strategies required on the part of the government to further GEEEW.

After recognising the gaps in the existing literature and the many indicators of GEEEW, the

paper observed that GEEEW entails reduction in gender gaps and progress in women's ownership entitlements, actual ownership, production capacities/ skill sets, exchange entitlements/ outcomes, consumption outcomes and women's agency.

The paper makes a distinction between formal and substantive gender equality, and reveals that India has so far only made progress in the former, therefore, unfortunately, some milestones may be difficult to achieve by 2030. Gender equality is a commitment under all three normative documents, namely CEDAW, Beijing PFA and SDGs that the paper draws on. It also identifies GEEEW issues that are likely to have high gaps even in 2030, and the potential reasons why equality in gross enrolment in higher education may not lead to equality in economic participation. Age and caste also dictate women's position on various GEEEW indicators.

Based on the findings of the research and a closer look at the government's reporting on GEEEW, the paper offers a list of recommendations that would ameliorate women's participation in the economy. It urges the government to take immediate action through broader pro-marginal development policies to challenge patriarchal values held by men and women.



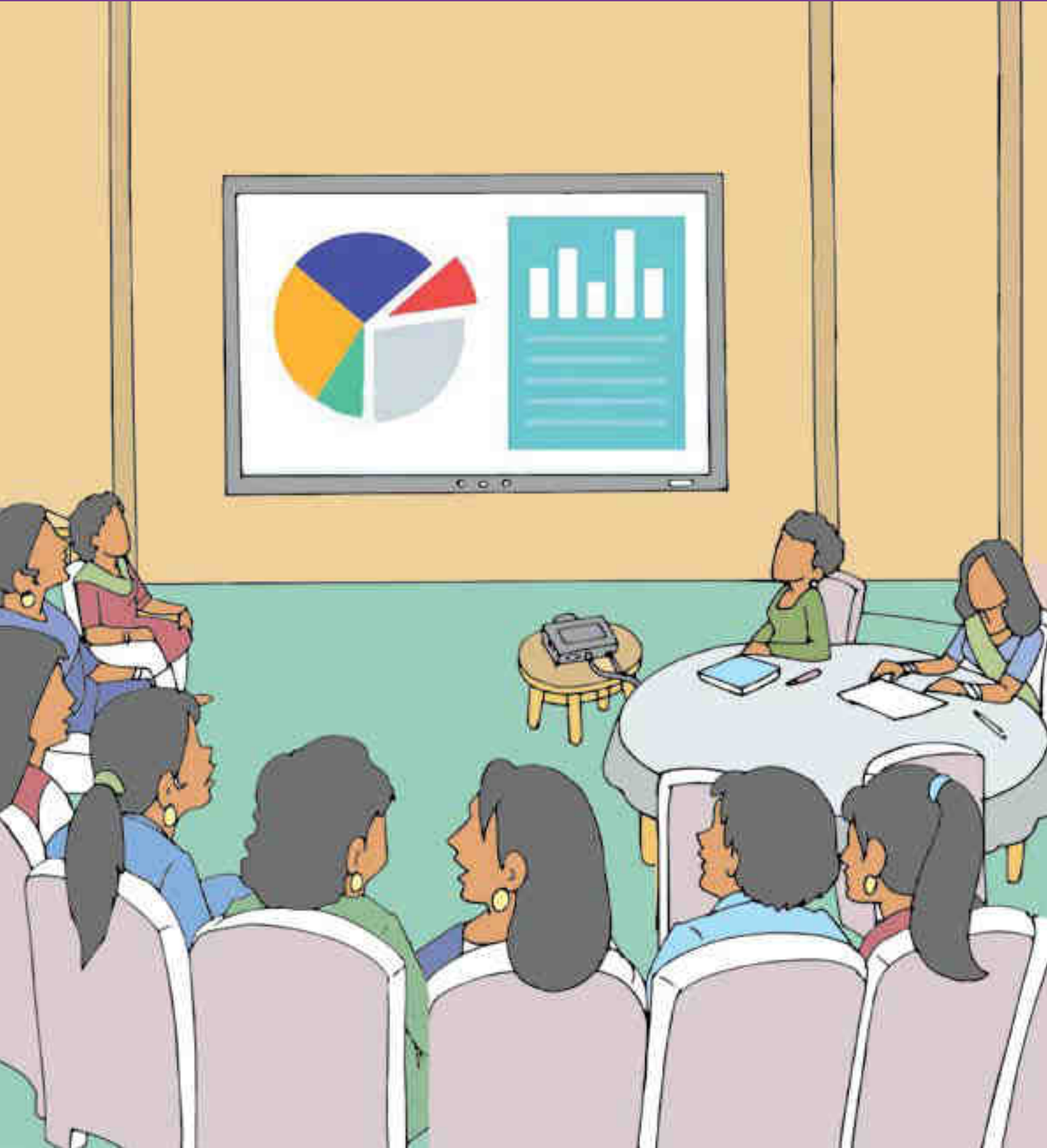
INSIGHTS/OUTCOMES

Generating public debate on issues that can better inform program and policy is a critical part of ISST's work. The GEPDF has become an annual feature that focuses on contemporary issues. It has consistently run for nine years drawing high quality speakers and audience and ISST converts the discussion into policy brief that serves as an important resource available in print and in digital format.

Other papers written during the year continue to add to the demands for recognition of the care responsibilities of women by highlighting the quality of care for young children, offers a framework for monitoring and evaluation indicators based on SDG, CEDAW and other international commitments to gender equality and provides an opportunity to examine the proposed labour codes from a gender lens.



BUILDING CAPACITIES



Building Capacity in Gender and Development-Development of a Curriculum (Resource Pack) on the Women and Work

Development of Curriculum on 'Women and Work' is ISST's initiative to develop a curriculum to bring forth the trajectory of women's work in the larger discourse of economy as well as to reflect on how research and data can be critically used to teach, show and question the presence and absence (inclusion and exclusion) of women workers in the economy. Interviews were held with experts in the field to identify the suitability of an online mode of course delivery, and the appropriateness of the course content.

The work had to be completely reimagined due to the covid pandemic and the design had to be moved to a completely online mode. The module framework is now ready and the units are being written up. There are four broad topics comprising of 34 units in all. The first topic, 'Framing the connections between patriarchy, caste and sexuality in locating Women's work', primarily deals with the concepts of care work, patriarchy, sexuality, caste and labour, and explores how inequality emerges at the intersections of the economic and social construction of women's paid and unpaid work.

The second topic delves into the 'State's view of women and their struggles to gain recognition in State policy and practice'. Through a deeper look at gendered livelihoods, it explores the economic and cultural practices that govern gendered relations and engagements with the State by communities with the aim to move from a welfare to empowerment to capabilities approach.

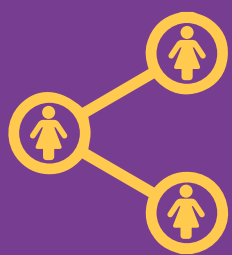


INSIGHTS/ OUTCOMES

This course was envisaged as an opportunity to bring together the

knowledge and understanding on women and work that ISST had gathered over the years and offer it as a course to professional in the sector. However, due to COVID the design team went back to the drawing board and decided to work on an entirely online course. The conversations with those working in the field helped to build the contours of the program. It took many conversations and discussions with a wide range of feminists, academicians, researchers to come with a basic themes and modules of the course that could be delivered over 10 weeks. It has been a tremendous opportunity of collective learning to distill research findings and contemporary debates into a learning curriculum.

Finally, the third topic looks at 'Neoliberalism and the refashioning of gendered Labour' with discourse around emerging new markets and forms of work, Feminization and De-valuation of work, while also highlighting the influence of the state on the lives of informal workers, ASHA and Anganwadi workers as "non-workers", calling for an urgent need for public investment.



KNOWLEDGE SHARING



ISST Library and Documentation Centre

The ISST Library started in 1984 is a specialized documentation center for a comprehensive collection relating to gender and work which provides support to scholars, researchers, planners, and development agencies across the globe. The library was refurbished digitally in accordance with ongoing research priorities. The library continues to progress and gain proficiency in the digital collection, management, open access, and other emerging technologies to meet the information needs of the staff across various organizations and to support learning and research.

KOHA, an open-source integrated library system along with DSpace, a knowledge repository of the library resources, is implemented in the soft form for simplifying storage and faster retrieval of documents in ISST's digital library.

KOHA - Open-Source Module for Automation of Library Resources

Using the updated version of Software named KOHA - Books, Reports, Journals and other resources are catalogued, and uploaded in the Online Public Access Catalog. Library collection has focused on various subjects like Women's Employment, Feminism, Informal Workers, Early and Child Marriage, Sexuality, Disabilities, Dalits, Women's Health, Migration, Women's Status, and Violence against women. With the help of Flash in KOHA, new arrivals of Books and other documents are easily identified

The library continues to progress and gain proficiency in the digital collection, management, open access, and other emerging technologies to meet the information needs of the staff across various organizations and to support learning and research.

at a faster pace. <http://182.71.188.11/>. This comprehensive library software aids the user by saving their time and effort.

Digital Repository

ISST library continues to enlarge its digital repository of digital content including research reports, publications, working papers, monographs and annual reports through the use of DSpace an open-source repository software package. This allows for public access and also acts as a storehouse of knowledge to researchers, policy makers, and readers across the globe. ISST's digital repository is updated with latest versions frequently and is made accessible to prolific readers linked to the ISST website. It had various communities like ISST research Collections, ISST Evaluation Reports, Other Institutional Publications, Weekly Newspaper Clippings Archives, Etc., <http://182.71.188.10:8080/jspui/>

The library has been providing a number of information services on a regular basis to facilitate the dissemination of its resources. Some of the highlights of our information services are:

Newspaper Clippings Service

The library floated Op-Ed Services (Newspaper Clippings and CAS) for our ISST Researchers, Trustees and Feminist Groups. It assists in bringing up some latest and interesting informative articles from Newspapers & Journals for reading at the convenience of their desktops. CAS includes some recent publications by every week.

The digital archive of Weekly Op-Ed Newspaper services is also stored in DSPACE for reference. We have been providing this service since the past five years without any disruption and have gained acknowledgment from renowned researchers.

Current Journals Content Compilation

This is a quarterly compilation of current journals content on Gender based subjects and is shared amongst various Feminist groups. It covers nearly 12 to 15 gender-based journals.

Library New Additions with Summaries

It highlights the additions made in our library on a timely basis. It consists of a list combining new Additions, highlighting their bibliographical

details and summary of the documents. It is highly useful for our fellow researchers as they will be made aware about the gist of the book without having to go through it completely.

Bibliographic Service

This service, wherein we provide detailed information about the particular subject with Author, Title and Publisher details to the fellow researchers.

Reference and Referral Service

We provide personal assistance to library users seeking information or direct them to an agency or expert outside the library where from the information may be obtained.

The ISST Library also networks with other Gender-based organizations for knowledge and resource sharing. 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.



V.2. The Gender and Evaluation International Online Community

ISST hosts an international online community on gender & evaluation at <https://gendereval.ning.com/> which aims to strengthen the capacity of members and improve their knowledge and practice on gender and equity lens in Evaluation. The community of practice serves as a knowledge sharing hub for Eval Partner's initiative of Eval Gender+.

During the year 2020-21, 667 new members joined the community. We had 46 blogs, 37 discussions and information about 287 events posted in the past year.

Members of the community approached the moderator to use the opportunity of COVID and offered to share their skills and experience with other members. Dr Hamutal Gouri, a feminist from Israel, was the first to host an online workshop on "Transformative Narratives: Storytelling in the Service of Evaluation and Organizational Learning through A Gender Lens. <https://gendereval.ning.com/events/transformative-narratives-storytelling-in-the-service-of->

Given the positive response this is likely to become an ongoing feature to promote peer learning among the online community.

During the year 2020-21, 667 new members joined the community. We had 46 blogs, 37 discussions and information about 287 events posted in the past year.

The platform promotes members to post blogs to enable sharing and learning.

Two interesting postings

- A multi-UN agency project will contribute to the global evidence-base on how integrated packages of support can reduce the barriers to education for girls. <https://gendereval.ning.com/profiles/blogs/does-school-feeding-and-education-play-a-role-in-keeping-girls>.
- French- Gender and equity assessments for the achievement of the SDGs to ensure "No One Left Behind" <https://gendereval.ning>.

The poster is for a workshop presented by the Institute of Social Studies Trust & Gender and Evaluation Community. It features the 40th anniversary logo of ISST and the Eval Gender+ logo. The workshop title is "Transformative Narratives: Storytelling in the Service of Evaluation and Organizational Learning through A Gender Lens". The facilitator is Hamutal Gouri, with her photo shown. Her credentials are listed as Founding Director of Consult4good and Senior Fellow at the Kiverstein Institute. The workshop is scheduled for 23rd March 2021, from 6:00 pm to 9 pm IST. The closing text reads: "Together, we will dive into the magical world of stories and learn how to help stories emerge, breathe, and make an impact."

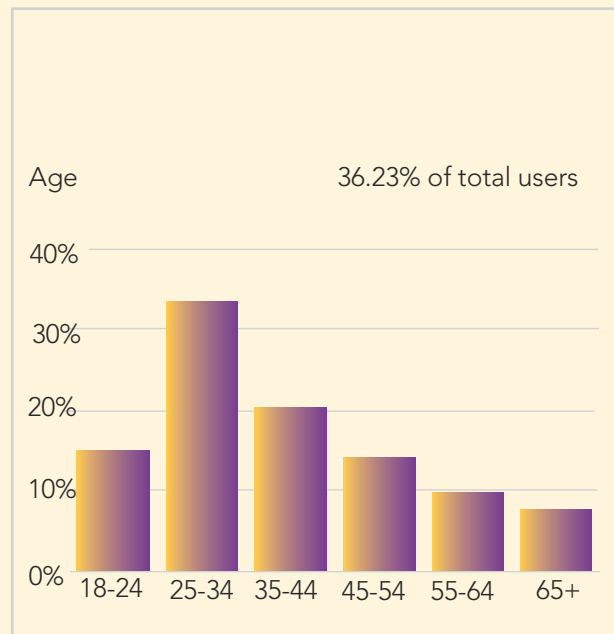
com/profiles/blogs/gender-and-equity-sensitive-assessments.

Membership Profile

36.23 members are in the age group 25-34 indicating that many of the members are in the early years of the career. The next significant section of members are in between the ages 35-44 indicating mid-career professionals.

The membership comes from all continents and that is the strength of this online community. It is interesting that US has a larger share of members, almost 9% more than Indian members.

While women comprise of the nearly 60 % of the membership, having 40% membership from males is an indication that the content and the events are of interest and learning for both men and women.



What the Members Say about the



Thanks to the Platform. It has been more than a year I joined this network and have seen interesting discussion here, and learnt a lot with most of the forums, which makes this an important platform for discussion towards the improvement on how we think and do our work.

Tomás Doce, Mozambique



Gender and Evaluation community offered to me the opportunity to share knowledge, tools and experiences on several thematic related to Gender and Evaluation, Sensible Data Collection, Measurement and analysis, new gender approaches and trends. A wide range of workshops, discussions and training are offered as valuable discussion helping to boost brainstorming on gender equality and evaluation.

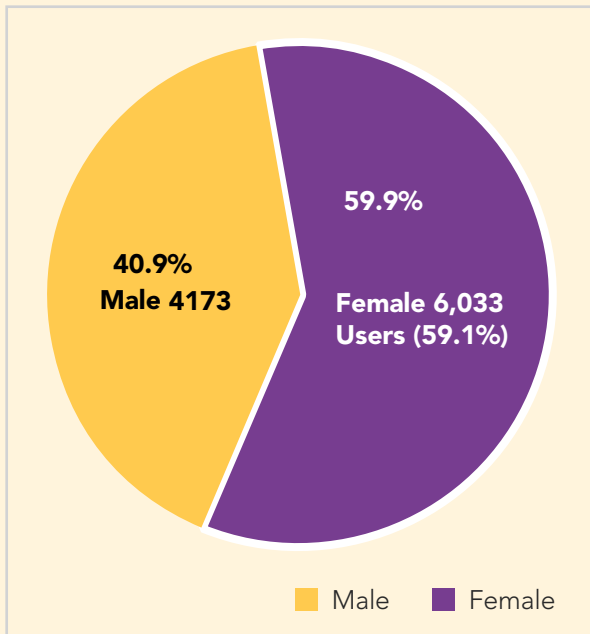
Sara Sangiuliano, Belgium



There are really excellent webinars held regularly on this platform... hearing real life experiences.

Leigh Dowsett, UK





| Country | Users | % Users |
|-------------------|-------|---------|
| 1. United States | 6,793 | 23.60% |
| 2. India | 4,048 | 14.06% |
| 3. United Kingdom | 1,555 | 5.40% |
| 4. Canada | 1,430 | 4.97% |
| 5. Netherlands | 1,064 | 3.70% |
| 6. Kenya | 881 | 3.06% |
| 7. France | 781 | 2.71% |
| 8. Australia | 776 | 2.70% |
| 9. Finland | 623 | 2.16% |
| 10. Germany | 533 | 1.85% |

During the year the site was visited by over 10,000 persons from across the globe with a majority being female. If we look at the regional spread the highest number of visitors were from the United States.

Gender Eval Online Community



Gender Eval Online platform provides the global digital based linking and learning platform which is excellent for global efforts in moving towards more equitable world. Gender Eval has been continuously sharing information, knowledge, analytical products and lessons learned on gender-based evaluation methodology, systems, approaches, practices as well as available opportunities. It has helped me to better understand gender informed monitoring evaluation and learning (MEL). I truly learned, inspired and undoubtedly thankful on the persistent efforts from Rituu in maintaining and navigating Gender Eval. I enjoyed reading the postings of gendereval online platform. I feel proud and empowered of being part of this online platform.

Yulia Immajati, Gender and Poverty Reduction Consultant, Indonesia



Great space for networking, sharing knowledge, best practice, lessons learnt and opportunities. Great job done, thank you!

Atria Mier, Gender, diversity and protection consultant, Spain



Excellent webinars and links to jobs and resources. Thanks so much!

Deborah Caro, United States



It was been a great experience to be part of this community, as I was new in the field of M&E when I joined here. Learning about innovative methods and perspectives, latest happenings in the sector from across the world, has been truly enriching. Thank you for keeping the network to active and resourceful!
Best wishes.

Debdatta Purkayastha, India



I have been a member in this community since several years and it is one of the most active communities I have, Almost on a weekly basis there is a new share either of an information of a publication, a webinar or a work opportunity, thanks mainly to our dear Rituu.

Dr. Soumaya Ibrahim Huber, Egypt



This is a excellent platform to me to be updated on what's happening around the world on Gender and evaluation. Members of this platform are cooperative. They publish news, events, opportunities that's are awesome. I am always grateful to all of you.

Md. Suman Miah, Bangladesh



Its been a very valuable experience. I appreciate the pertinent topics of discussion and being kept abreast of emerging issues in different locations.

Kibibi Thomas, Jamaica



INSIGHTS/OUTCOMES

down period.

In the covid times, the library was used in a very limited manner. The digital library could be accessed even as the team was working from home. The effort and investment put in the previous years to develop the digital library enabled the team to access the publications even as they worked from home during the lock

The Pandemic greatly enhanced people's ability to engage with online resources and the online gender and evaluation community responded positively to the workshops and webinars organised by members of the community for the members. A strategy used by the team was to offer the webinar to only members, which helped to increase membership too.





Research Problem



Research Problem



Intersectionality



Community Wisdom



Meaning Making



New Theory



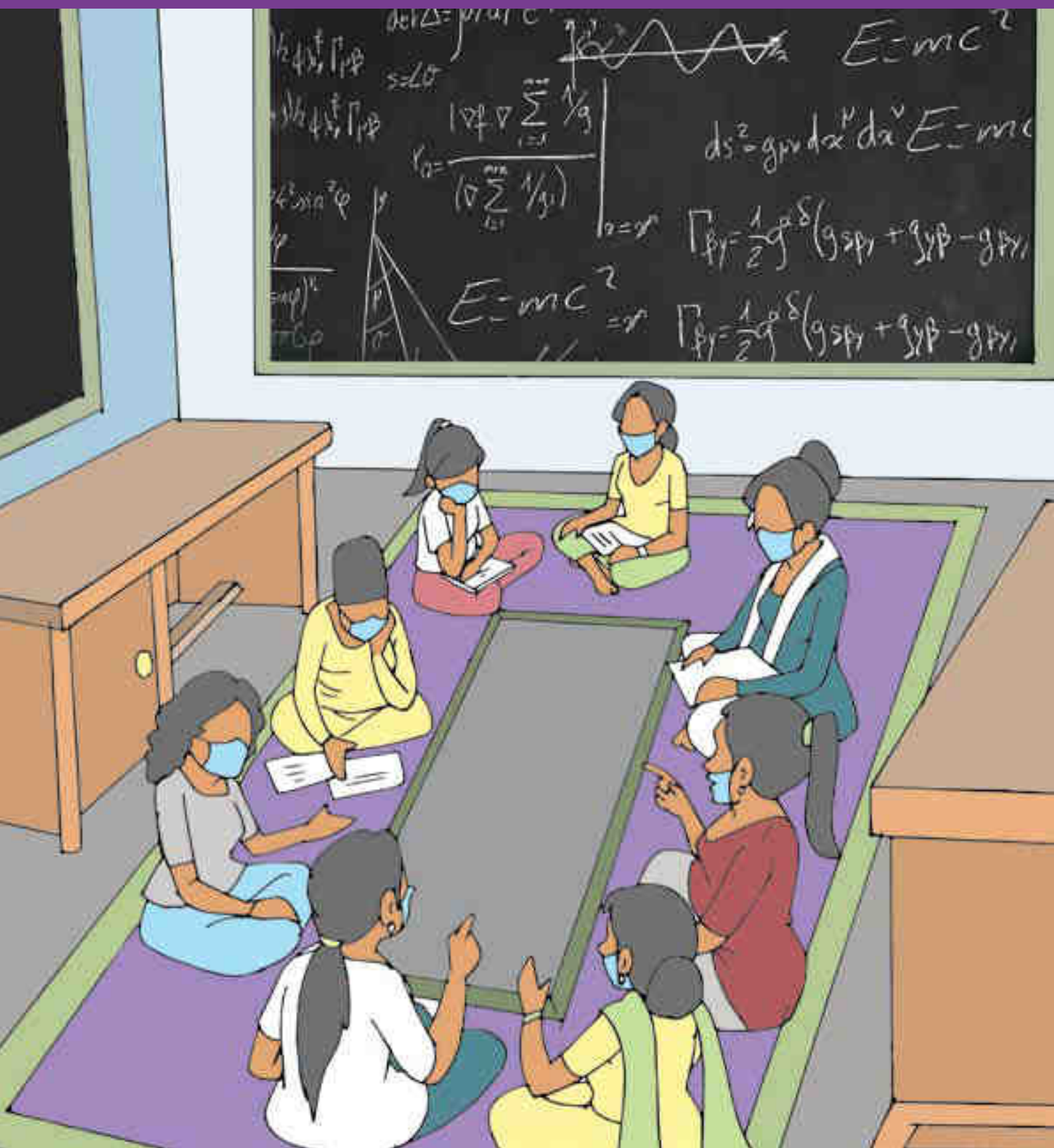
Deepening Understanding



Searching Deepening Knowledge



COMMUNITY ACTION PROGRAM



ISST has been working with communities for more than one and a half decade through various activities. This work is located in East Delhi around the blocks of Kalyanpuri, Trilokpuri and Khora. ISST has been engaging with the community through various programs over the years ranging from counselling centre for women, participation in the movement to seek the Right to Information Act as well as spreading awareness once the Act was passed, working with the women engaged in domestic work.

Most of the adults of these blocks are engaged in informal work such as domestic work, daily wage work, street vending or job with low skill requirements. The literacy levels are poor, but they aspire for their children to do better. One of the expressed needs of women from these communities was to provide support to their children with academic as well as other confidence building activities. While the identity of the community action program is linked with the "Saathi centre" a physical space provided within the Kalyanpuri Police station, the ISST team members have lasting relationships with the community members. Currently there are two distinct teams offering different but complimentary programs through the **Saathi Centre** and the **Yuva Saathi Centre** where

While the identity of the community action program is linked with the "Saathi centre" a physical space provided within the Kalpyanpuri Police station, the ISST team members have lasting relationships with the community members.

children and adolescents are provided a wide range of services.

The mission of the community program is to promote responsible citizenship among underprivileged children, youth and women through holistic education, awareness-raising, and skill-building activities in order to enable them to enhance the quality of life for themselves, their families and their community.

Saathi Centre

By adopting an "Information, Education and Dialogue" approach, Saathi Centre aims to achieve

- (i) Universalisation of Elementary Education (UEE) in alignment with the Government of India's Sarva Shiksha Abhiyan to achieve 'Right to Education' for all, and
- (ii) promote community development through dialogue, event and cultural programs.

Work during Covid times

The COVID-19 situation was a stressful time for everyone. It was hard to predict the spread of



the virus that had taken the lives of millions of people all over the world, and circumstances were changing rapidly. Many people lost their jobs and livelihood, migrant workers were uncertain about their future, and even children had to resort to child labour to make ends meet. And yet, the will to persevere, to survive against all odds taught many new skills and ways of living.

The team of Saathi Centre engaged in relief work during the lockdown because it was imperative to respond to the community needs in their hour of crisis. The team contacted and collaborated with other NGOs involved in

relief work such as MAKAM, - Mahila Kisan Adhikar Manch a national level network that had mobilised relief support for rickshaw pullers and other unorganized sector's workers. The combined efforts helped support around 195 families in Kalyanpuri and surrounding areas.

ISST was able to support an additional 400 families in Kalyanpuri and surrounding areas. Identifying the most needy families required meticulous work. It was due to the long-standing relationships and use of various strategies such as cross verification combined with home visits that the team was able to ensure that the relief measures covered the most deserving of the families.

ISST was able to support an additional 400 families in Kalyanpuri and surrounding areas. Identifying the most needy families required meticulous work.

When the situation began to improve, many parents requested the resumption of the centre activities as they had to get back to work and the children were getting restless at home. 30-40% of the children didn't have access to the internet or even smartphones. Consequently conducting online classes would have had limited participation.

The team discussed the matter with the SHO of Kalyanpuri police station. He granted permission to reopen the centre for the older children from July 2020 on the condition of following all safety





Session on Providing Academic Support to Adolescents.

precautions. Some parents were apprehensive of sending their children, and themselves came to inspect the safety measures being taken. After one month of trial sessions the centre was opened for children of all age groups.

Highlights of programmes undertaken by the Saathi Centre in the past year have been elucidated below:

Bachpan Programme - An Educational Programme for the Young Children from Underprivileged Communities)

Under the Bachpan programme, children between the age group of 4 and 15 years are provided support in School Education. The focus of the programme is on building character and personality. Help is also provided in School admission, readmission of out of school children and admissions in private schools under the 25% EWS quota.

Some additional components were incorporated in the programme this year to make it more effective: (i) working with Children with Special Needs (CWSN) (ii) Early childhood Education

Promoting Girls for Professional training and jobs

Aashi, Mallika and Taranga*, three girls from Kalyanpuri were selected for software development training organized by Navgurukul this year for their Pune and Bangaluru centers. Two girls, Astha and Khushi* went in the previous year. Astha is currently working with an MNC and Khushi joined the team of Navgurukul at Bangaluru. These talented girls were supported by the Saathi centre team who motivated them and helped them build their confidence, helped them in convincing their parents to let them go to another state for training and work. They become role models for other girls in the community who can now dream of different possibilities for themselves.

* Names changed to maintain privacy of the children



Distribution of Comic Books to the Community on the Occasion of Women's Day Celebration.

(iii) mobile library of the community and (iv) formation of group of out of school children and assisting them to re-enter into the school.

Owing to COVID-19 and the subsequent lockdown, it was a challenge to deliver lectures to children in an online setup. After some unsuccessful attempts to conduct online classes, the batches were divided into four, and a timetable was devised with two morning sessions and two evening sessions.

Creating an Enabling Environment for Realizing the Aspirations of Adolescents at Yuva Saathi Centre

A focussed program called 'An Enabling Environment for Realizing the Aspirations of Adolescent Girls in Slum Settlements in Delhi' started in December 2017. Over the last few years, the adolescent programme has engaged with adolescent boys and girls through diverse means to address needs of self-expression, open communication, building confidence and skills to shape their life goals. The team used a range of activities to focus on the non-academic

aspects such as the use of art to enhance life skills, encourage reflection and critical analysis on issues of gender equality, caste, religion in the context of their lived realities. With the help of experts these adolescents developed skills to use non-threatening media to convey their own version of local issues using a gender sensitive lens. In this year 62 adolescents accessed the Yuva Saathi Centre and get involved through different activities among which 32 are girls and 30 are boys.

Whether in school or out of school, both sets of children face immense performance pressures relating to their skills, existing paid and unpaid work, and their own aspirations for a better future. Young people need support in shaping their own ideas, values and beliefs with an assurance that it okay to be different from their elders. However, these ideas need to be effectively communicated within their environment for building mutually healthy relationships.

This year there were concerted efforts to reach out to out of school adolescent girls and boys. When the Yuva Saathi centre initiated online activities, the team observed a stark difference in terms of participation of the school going and out of school adolescents. In the face-to-face



sessions the out-of-school adolescents only had to work out time to attend the sessions. But the online participation required access to a mobile phone and an internet connection. Families were willing to invest in these for school going adolescents and they were able to use the same to participate in the Yuva saathi centre activities. However out-of-school adolescents did not have any resources to attend online sessions. They would have to borrow from other family members or friends to join the online sessions and that became a real challenge to continue engagement with them. For some of the identified students who the team covered the internet costs to facilitate their participation.

Adolescents and youth who have regularly participated in gender training hold a better understanding of 'consent' in interpersonal relationships. The team regularly also sets up interaction between adolescents and their parents to bring in more trust and openness and in the process, help shift the pattern of relationship.

During the initial lockdown period of COVID19, the youth of the Yuva Saathi Centre played a key role in identifying families in crisis and putting ISST in touch with those families. Given the need to run the centre as per the covid norms required that the team could come on alternate

days during the lockdown. The team invited a few older children to come in on a rotation basis to take sessions for younger children. Even though most of the staff members were working remotely, older children showed leadership in smoothly carrying out the centre's activities which also let them to not hamper their studies during the covid times.

Programmes of the Saathi Centre and Yuva Saathi Centre

Bachpan Programme caters to children of 4-15 years. This year 189 children were registered. They are spread across different age groups in the following manner.

Group A (14-15 years) - 49 (girls-20, boys-29)

Group B (11-13 years) - 43(girls-23, boys-20)

Group C (6-10 years) - 97 (girls-47, boys-50)

The Yuva Saathi Programme caters to adolescents and young adults from the age 13 to 24. Thus year 62 adolescents and young adults participated in various activities of whom, 30 were male and 32 were female.



Meeting with the mothers of out-of-school adolescents to orient them about the curriculum being followed and to facilitate them.

| AGE GROUP | TOTAL STUDENTS | ACTIVITIES DESCRIPTION |
|-------------|--------------------------------------|--|
| 7-15 Yrs | | Mobile library <ul style="list-style-type: none"> Started in January 2021, every Thursday and Friday, the children are taken to two parks wherein they get a chance to borrow books. Many children started opening up and sharing their thoughts with others. |
| 16+ | 13 Girls- 2 Boys- 11 | Working with Out-of School <ul style="list-style-type: none"> Students are encouraged to and helped to register under NIOS in class X & XII so as to enable them to continue their education. |
| 5-15 Yrs | 189 | Two weeks winter camp <ul style="list-style-type: none"> During the camp, children had to mandatorily participate in one activity of their choice to encourage participation and co-operation. |
| 13-15 Yrs. | 30 | Art and Craft Workshop <ul style="list-style-type: none"> A ten-day art and craft workshop was organised on the theme, 'Nature'. Children observed and made sketches of trees and leaves on cloth bags which were then gifted as a memento to the guests at the Balutsav. |
| 6-14 Yrs. | 33 children | Theatre <ul style="list-style-type: none"> Children performed two street plays; one based on 'impact of COVID-19', and the other, 'Missing old games' under the guidance of Mr. Rohit Tripathi, a member of 'Natya Kala Akadami' |
| 3-15 yrs. | 28 children | Cultural Activities <ul style="list-style-type: none"> Three wonderful dance performances were presented by children during the winter camp. Activities like debating, singing, and preparing banners and charts for Balutsav also saw great participation of the children. |
| 15+ | 57 | Computer Classes <ul style="list-style-type: none"> The computer literacy programme focuses on the senior (group A) children. Two days have been reserved for class 8th and four days for class 9th to conduct these classes. |
| 13-15 years | | Theatre Workshops <ul style="list-style-type: none"> These workshops helped children to channel their energy and emotions in alternative activities to keep their spirits high during COVID times. Some topics of these workshops were "I, as I am, Anger management", "Gender sensitization & peer pressure" and "Understanding – POCSO" |
| 3-5 years | 40 students Boys- 21 Girls- 19 | Early Childhood Education <ul style="list-style-type: none"> Activities such as coloring, tearing, pasting, singing, dancing and playing, enabled us to work towards developing and improving their vocabulary, fine motor skills, thinking, perception and social etiquettes. The team also purchased colorful chairs and benches for them so that they could learn sitting and dining etiquettes to help them become organised and independent. |





| AGE GROUP | TOTAL STUDENTS | ACTIVITIES DESCRIPTION |
|-------------|---|---|
| 4-10 years | 28 | <p>Working with children with special needs</p> <ul style="list-style-type: none"> ■ Saathi Centre encouraged CWSN to participate in cultural activities and events like Bal Utsav, Delhi Police week and the launch of Sushiksha, to break the ice and give them a safe space to express their thoughts. |
| 12-14 yrs. | 30 girls | <p>Session on Personal & Menstrual Hygiene for Adolescent Girls</p> <ul style="list-style-type: none"> ■ The Delhi Police Social justice department organized this talk on 22nd August-2020 with adolescent girls and distributed sanitary Napkins among them. |
| 15-18 years | 11 Girls- 5 Boys- 6 | <p>Theatre workshops</p> <ul style="list-style-type: none"> ■ Theatre activities were conducted online, and the adolescents developed a radio story recording "beta ya beti" including script writing, dialogue delivery, recording and composing. It was then presented in the centre and community for creating awareness on the gender discrimination. |
| 15-18 years | Online sessions: 11 Sessions in the centre after lockdown: 25-30 | <p>English sessions and academic support</p> <ul style="list-style-type: none"> ■ English classes were held on a weekly basis, through an on-line mode during the lockdown. These focused on building skills in language abilities, listening, reading, creative writing, and speaking by using resources such as newspaper clippings, short stories etc. ■ Face to face peer learning sessions were also held to provide support and sustain interest in studies. |
| 13-24 years | 15 Girls- 9 Boys- 6 | <p>Engagement with out-of-school adolescents</p> <ul style="list-style-type: none"> ■ The community mobilizers were trained in the curriculum of the Parvaaz Adolescent Centre for Education (PACE) of Nirantar, to hold discussions with the school dropout children using a gender transformative lens. ■ A baseline evaluation was done to assess children in their knowledge of Maths, Hindi, Science, Environment and their own body. |
| 16-18 years | 15 Boys-9 girls-12 | <p>Career counselling</p> <ul style="list-style-type: none"> ■ These sessions were conducted online by Magic Bus Foundation to give students an overview of career choices available to them, and clarify their doubts. ■ After this, few adolescents were supported to join their livelihood programme where they helped them to get jobs after completing their programme based on their capability. |
| 4-15 years | | <p>Balutsav</p> <p>ISST Saathi Centre's Annual Event was celebrated on 31st December 2020. The theme of the event, "NAI PAHAL", was selected based on the idea that we are progressing towards a new direction post this pandemic, and to bring back normalcy, we have to go back to our roots and adopt new eco-friendly practices.</p> <p>Children organised and participated in cultural performances in the form of theatre and dance. The artworks made by the children were also displayed and received immense appreciation by the Guests of Honour, ACP Mr. Jitender Patel, SHO Mr. Dayasagarand and Mr. Ajay Kumar Bansal.</p> |





EVENTS WITH THE COMMUNITY

| Event Name | Age Group/Total Participants | Description |
|--|------------------------------|---|
| International Womens' Day Celebration - 8th March 2021 | 95 women | International Womens' day was celebrated at Saathi Centre police station Kalyanpuri. Activities like Lemon race, bowling and poster competition on gender were organized with exciting prizes, to make it a fun and interactive event. SHO Mr. Dayasagar addressed the women and encouraged them to report such cases for strict action to be taken. The women were made aware of the history behind Women's Day and also about sensitive topics like sexual harassment. |
| Sessions with Team WIPRO | | <p>The Wipro team from Sarita Vihar conducted three sessions with the children of ISST, Saathi centre in 2020.</p> <ol style="list-style-type: none"> Social Justice Day: (20th February) saw the participation of 30 children. Deepawali: (11th November) Children were divided into three groups with specific tasks such as card making, diya decoration and rangoli making. The team demonstrated the appropriate way to wash hands and spoke to children about the harm caused to the environment by burning crackers. Awards and gifts were given to the participants. Republic Day: (26th January) marked by the flag hoisting. |



Reshma (name changed), an out-of-school adolescent girl found it extremely challenging to express herself in front of parents. Initially she was fearful of leaving her house alone to even come to the centre. She noted that she now fears less and has gained confidence in speaking since the time she has been participating in the activities at the Yuva Saathi Centre.



Shipra (name changed), an out of school adolescent girl who had to drop out of school due to marriage and motherhood has shown a deep interest in continuing education despite greater care responsibilities on her at her home.



Sunita is mother of the two girls who have been associated with Saathi centre since a very young age. One of them has been selected to join the Navgurukul's training program in Pune and the other one is studying in class XII. However, her husband was never supportive of her or their daughters studying. He lost his job during the outbreak of COVID -19. Sunita wanted to pick up a job so that she could support the family economically. For this she realized she had to complete her class X. As expected her husband did not support the idea, but the Saathi Centre did. They helped her to register under NIOS to appear for her Class X exams. They tried to convince her husband to support her, but to no avail. He in fact them to keep out of his "personal" matter. He also made Sunita stay indoors. The team changed their tactics and prioritized her being able to study rather than insist on sending her to the centre to study for her exams. Saathi team provided her study material at her home and assisted her to prepare her assignments and submitted them on her behalf. When her husband got a job, Sunita was able to step out of her home in his absence and come to the Saathi Centre. Sunita is now preparing for her final exams which are scheduled for 2021

(*At the time of going to print Sunita has cleared her exam.)

It is Saathi Centre's commitment, not just to the children but to the women of the community, to help them realise their full potential





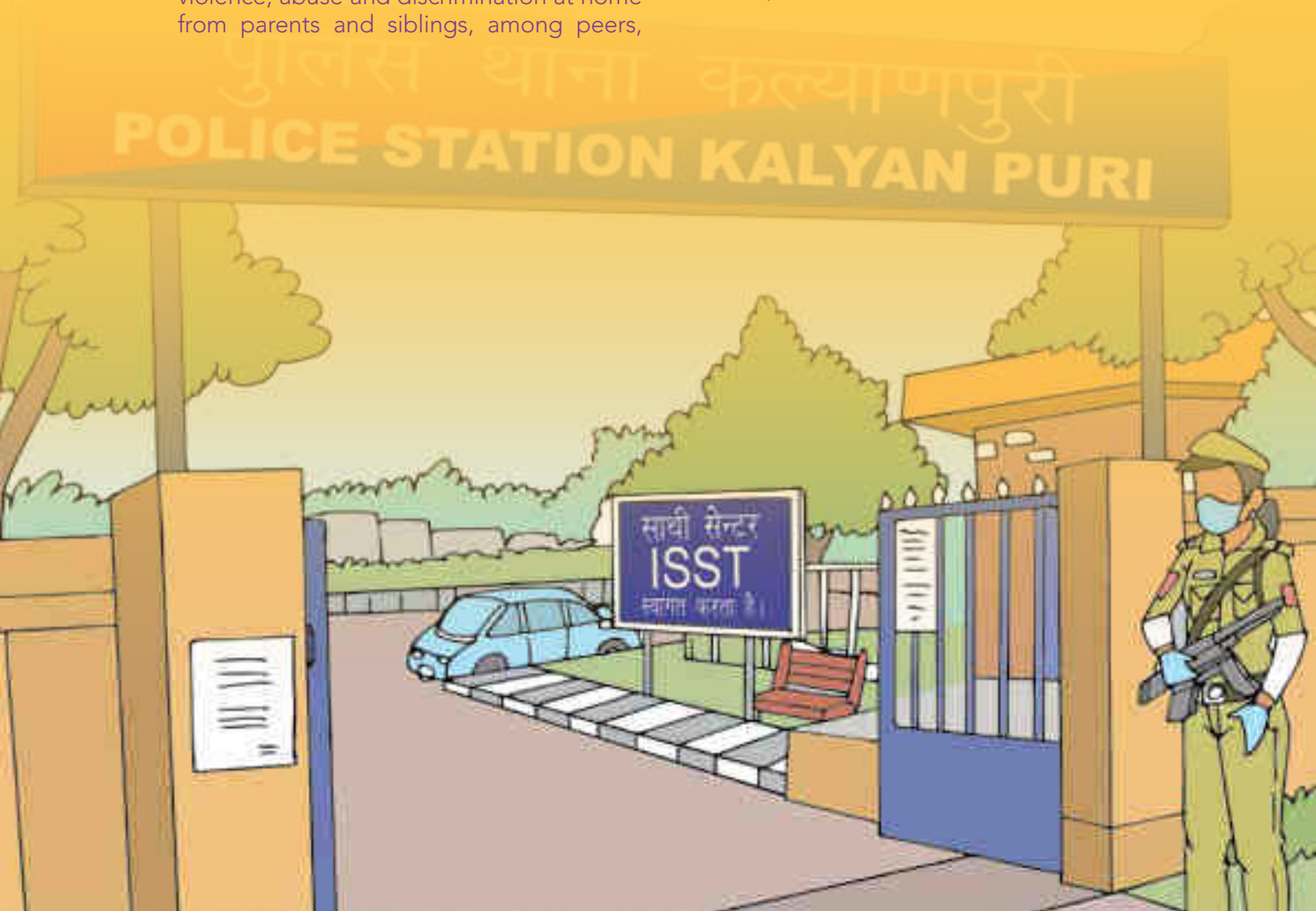
OUTCOME ACHIEVEMENTS /INSIGHTS

The project has persistently focused on increasing gender sensitivity, awareness, and analytical ability of the adolescents. At the same time efforts have been made towards improving communication and negotiation skills of the adolescents and the youth. Regarding this, below are some of the outcomes that we witnessed during the last one year:

- During the lockdown, the adolescents were able to write a script and learned the process of converting it into an audio radio product. Furthermore, Comics, radio and theatre have enhanced the creative skill of children and also developed their ability to think critically around the issues which concern them.
- Adolescents and youth who have regularly participated in gender trainings hold a better understanding of 'consent' in interpersonal relationships. There is a greater openness in discussing and reporting instances of violence, abuse and discrimination at home from parents and siblings, among peers,

community and school. On the other hand, parents are also showing greater trust and increased capacity to listen to their children.

- Due to the continuous engagement, the adolescents became more aware, articulate and confident about making choices in their own lives. Combined with the communication skills they developed, they are now able to express their desires, reflect on their actions and converse with parents on important decisions pertaining to their lives.
- Leadership qualities are visible when older children take responsibility to run and manage some of the activities of the Centre during COVID 19.
- Despite several challenges that out of school adolescents faced during the COVID, some of them still hold their interests in studying and actively participated in the sessions conducted for them in the centre as well as over phones.





ORGANISATION STRENGTHENING



ISST has initiated a process to refine its overall vision and mission and to create a more definite strategy and to also take up a systematic approach to leadership building. After a thorough process of advertisement, shortlisting and interview initiated around September 2021, the current Director was appointed in January 2021.

ISST has received a grant from the Ford Foundation under its BUILD program that specifically aimed at reviewing and identifying areas that needs strengthening. While most grants are project focussed, these grant's primary focus is to build the institutions and networks that will allow ISST to play a critical role in the gender and development space particularly through inter connections between violence against women and women and work.

In October 2020 a workshop was conducted with some of the senior leadership including some Trustees to examine the vision and mission. From early February ISST has been working with a group of senior consultants of the Social Synergy Foundation to develop a more nuanced articulation of the work that ISST sees for itself in future. This articulation builds on the past work and focuses on the relevance of ISST in the current context. In addition, an expanded team of ISST staff-members and the Trustees has been formed for weekly discussions. The weekly meetings are designed to examine various strategic and institutional components and identify areas for action. By July 2021 a proposal for the remaining 4 years is to be submitted to seek continuation of the process.

This process is at the initial stage and with a new Director and the engagement of the consultants the process of assessment is completed by March 2021.

ISST is compliant with the Prevention of Sexual Harassment At workplace – Prevention, Protection and Redressal Act. In the this year

the following key activities were undertaken by the Internal Committee

- Recruited Sneha Jha (YUVA Saathi Center) as a POSH member after consultation with the POSH members and Rajib Nandi.
- Finalized and disseminated POSH IC information poster in English and Hindi - the same has been put up at all the office spaces at prominent locations.
- Capacity and Skill Building for External Members organized by Dr. Anagha Sarpotdar and SASHA - 27 May 2020 - attended by Anweshaa Ghosh and Sudeshna Sengupta (External member for ISST POSH IC).
- POSH training for IC members - 20 August 2020 (trainer: Gayatri Sharma, Women Power Connect).
- POSH training for all ISST staff members - 5th and 6th November 2020 (trainer: Gayatri Sharma, Women Power Connect).
- POSH meetings were held thrice between April 2020 - March 2021 (Presiding officer was on maternity leave for three months from September to January, so no meetings were held during the time).
- Designing second poster on Awareness about Sexual Harassment at Workplace in English and Hindi.

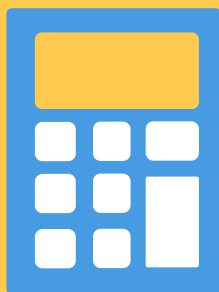
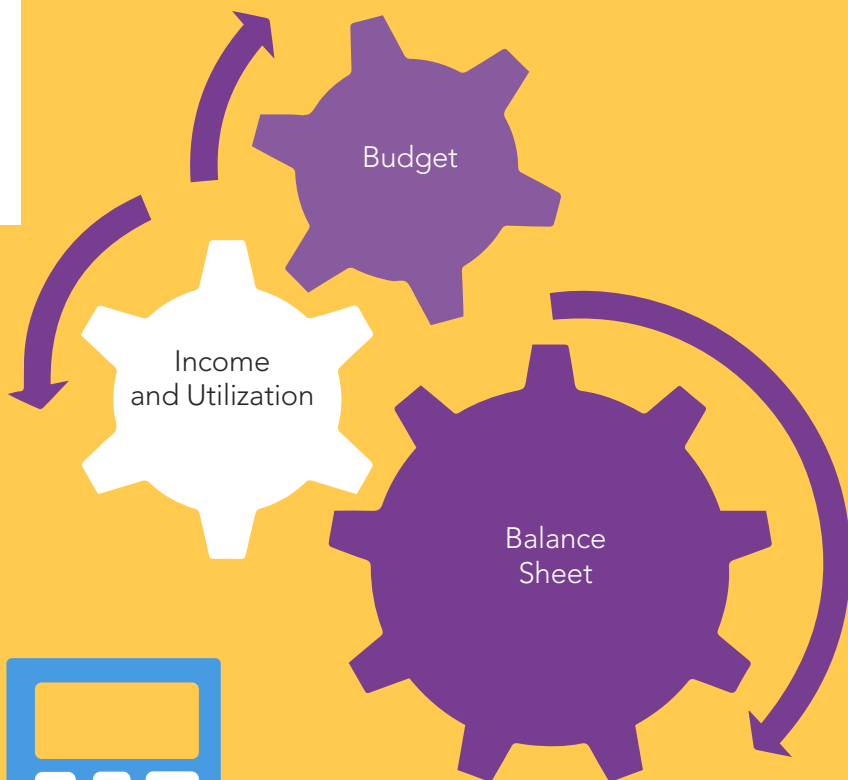
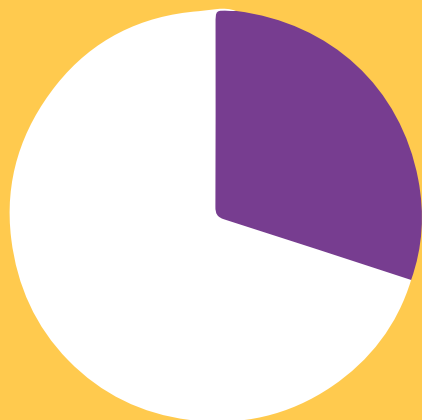




FINANCIAL STATEMENT



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Summary Financial Statement 2020-2021

Summary Statement Annual Income and Expenditure as on 31.03.2021

| Particulars | Financial Year | Financial Year |
|---|------------------|------------------|
| | 2020-2021 | 2019-2020 |
| | (Rs.in Thousand) | (Rs.in Thousand) |
| Income | | |
| Interest Income | 1,855.00 | 1,510.00 |
| Donations & contributions | 60.00 | 110.00 |
| Other Income | 87.00 | 73.00 |
| Overhead Charges | 3,646.00 | 1,641.00 |
| Project Grant | 23,967.00 | 23,087.00 |
| Total | 29,615.00 | 26,421.00 |
| Expenditure | | |
| Administrative Expenses | 2,825.00 | 1,863.00 |
| Project Expenditure | 23,967.00 | 23,087.00 |
| Property Expenses | 657.00 | 631.00 |
| Trustee Meeting Expenses | - | 76.00 |
| Total | 27,449.00 | 25,657.00 |
| Excess of Income over Expenditure: 2020-21 | 2,166.00 | 764.00 |

Summary Balance Sheet

Application of Funds

| | | |
|-----------------------|------------------|------------------|
| Fixed Assets | 2,746.00 | 2,685.00 |
| Investment | 21,800.00 | 21,800.00 |
| Current Assets | 34,485.00 | 29,671.00 |
| Total | 59,031.00 | 54,156.00 |

Sources of Funds

| | | |
|---|------------------|------------------|
| Balance as per Income and Expenditure A/c | 4,450.00 | 2,285.00 |
| Endowment Fund | 21,800.00 | 21,800.00 |
| Building Fund | 481.00 | 534.00 |
| Fixed Assets Fund | 2,265.00 | 2,151.00 |
| Current Liabilities | 127.00 | 380.00 |
| Project Fund Balance | 29,908.00 | 27,006.00 |
| Total | 59,031.00 | 54,156.00 |

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



MEMBERS

ISST Board of Trustees (as of March 31, 2021)

MS. SAROJINI G THAKUR, CHAIRPERSON

IAS (Retd.)

DR SHARADA JAIN, MEMBER

Eminent Educationist, Jaipur

PROFESSOR GITA SEN, MEMBER

Former Professor, IIM, Bangalore

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PROFESSOR PETER RONALD DESOUZA, MEMBER

D.D.Kosambi Visiting professor, Goa University

ISST Team (as of March 31, 2021)

IHC DELHI OFFICE:

Jahnvi Andharia, Director and Research Fellow

Rajib Nandi, Associate Director and Research Fellow

Monika Banerjee, Research fellow

Rituu B. Nanda, Project Consultant

Mubashira Zaidi, Research Fellow

Anweshaa Ghosh, Research Fellow

Shiney Chakraborty, Research Analyst

Gurpreet Kaur, Research Consultant

Risha Ramachandran, Research Consultant

Ashmeet Kaur, Research Consultant

Ahana Chakrabarti, Research Consultant

Monika Sharma, Research Consultant

Abhishek Sekharan, Research Consultant

Prateek, Research Consultant

Akila Ramesh, Librarian

Nitin Shukla, Accountant

Kamalika Mukhopadhyay, Programme Manager

Mohan Singh, Administrative Assistant

ISST Saathi Centre, Delhi:

Kamlesh Gaur, Coordinator

Sarita, Bachpan Coordinator Rajeev Kumar, Field Coordinator

IvankaVaish, Peer Educator

Ruby, Bachpan Programme Assistant

Dharmender Kumar, Community Programme Assistant

Sneha Jha, Project Consultant

Kavita, Project Consultant

Vandana, Project Consultant

| S.No | Name/Interns | Name of Institute | Period |
|------|------------------------|-------------------------|--|
| 1. | Pooja (Volunteer) | Graduate - IGNOU | September, 2020 to March, 2021 |
| 2. | Anjali (Volunteer) | BA (final Year) - IGNOU | October, 2020 to March, 2021 |
| 3. | Perna Vats (Intern) | Graduate | September-October, 2020 (For Annual Report) |
| 4. | Gayatri Ahuja (Intern) | Graduate | October-December, 2020 (For COVID Study) |



Presentations and Publications

Presentations, Workshops and Seminars By ISST Members in 2020-21

| Name of ISST member | Title of Presentation/ Panel | Organised by | Name of Workshop/ Seminar/Webinar/ Course |
|---------------------|--|---|---|
| Rajib Nandi | "Evidence on gender equity and inclusion towards women's empowerment: A reflection on lessons and challenges" | Evaluation Community of India in association with CARE India | gLOCAL EVALUATION WEEK 2020 |
| Rajib Nandi | The Emerging Concerns of women's Care work during COVID-19 | Department of Women and Gender Studies, Dhaka University. | International webinar on women's unpaid care work during COVID-19 pandemic |
| Rajib Nandi | Capacity Building in Evaluation and what a training programme can contribute | University of Bern and Independent Evaluation Office, World Bank. | IPDET Mini Series: 2020 |
| Rajib Nandi | As Evaluators, Do We have the Ability to Contribute to Sustainable Development? | Sri Lanka Evaluation Association | 14 th SLEvA Webinar |
| Anweshaa Ghosh | Findings from Rapid Assessment Studies – Impact of COVID-19 pandemic and lockdown on domestic workers in Delhi | PRAXIS | Voices From Margins webinar series titled "Draft National Policy for Domestic Workers: Lessons from Lockdown" |
| Anweshaa Ghosh | Findings from the Covid RAS – Effects on Care owing to the pandemic and the lockdown - with Mubashira Zaidi | IDS | Covid and Care Response Group |
| Rituu B Nanda | Webinar Moderator | Sri Lanka Evaluation Association | Strengthening use of M&E information and evidence for decision making in Uganda |
| Rituu B Nanda | Presenter – experience of conducting studies in COVID era with gender lens | UN Women and Asia Pacific Evaluation Association (APEA) | Coffee break session on "What steps can we take to ensure gender responsive evaluation during COVID -19 pandemic" |
| Rituu B Nanda | Reflections: Gender and Evaluation Community | UNICEF | Evidence and learning for gender equality |

| Name of ISST member | Title of Presentation/ Panel | Organised by | Name of Workshop/ Seminar/Webinar/ Course |
|------------------------------------|--|--|---|
| Risha Ramachandran | Presented findings from the study "Women workers in the gig economy in India" | National Alliance of People's Movement (NAPM) | Grounded Voices Conversation, Workers' Rights: Service Sector |
| Monika Bannerjee | Webinar moderator | ISST | Rapid Assessment studies on 'Impact of Covid 19 Lockdown on Women Informal Workers in Delhi'. |
| Monika Bannerjee | Webinar moderator | ISST | 'Emerging from the lockdown: Insights from Women Informal Workers' Lives in Delhi' |
| Monika Bannerjee | Participant in the virtual consultation and spoke on Barriers to Women's Economic Empowerment | Participant in the virtual consultation and spoke on Barriers to Women's Economic Empowerment | Infusing Evidence in Rural Policy |
| Monika Bannerjee | Delivered a lecture on COVID-19 and Gender Equality – Future Challenges and Strategies Organized | University College for Women (UCW), Koti, Hyderabad-095, Telangana State | National Webinar Series titled "Promoting Gender Equality - Strategies and Challenges" |
| Monika Bannerjee | Presented a paper titled, 'Covid 19 and Women's Unpaid Care Work' | Department of Women and Gender Studies (DWGS), University of Dhaka and Manusher Jonno Foundation (MJF) | International Webinar by the Department and the University and Manusher Jonno Foundation |
| Monika Bannerjee | Presented a paper titled 'Impact of Covid 19 Lockdown on Women Waste Workers in Delhi | CENTRE FOR WOMEN'S STUDIES School of Social Sciences, University of Hyderabad | International seminar on 'Transnational Widening Gender Inequalities amid COVID-19 Pandemic Lockdown' |
| Gurpreet Kaur & Risha Ramachandran | Impact of COVID-19 National Lockdown on Women Street Vendors | ActionAid | COVID- 19 and the World of Informal work: Challenges and Way forward for Street Vendors |

Training Programs

| Name of team member | Name of training Program | Organised by |
|---------------------|---|--|
| Anweshaa Ghosh | Capacity and Skill Building for POSH External Members | Dr. Anagha Sarpotdar and SASHA |
| Rituu B Nanda | Outcome harvesting | Online training conducted by a feminist evaluator (self-funded) Oct-Nov'20 |



List of Publications

Journal Article

- Narayan, M., & Sekharan, A. (2020). Making of Homes as Workplaces: Notes for a Spatial Approach to Women's Livelihood. *The Indian Journal of Labour Economics*, 63(2), 471–482. <https://doi.org/10.1007/s41027-020-00228-3>
- Chakraborty, S. (2020). Gender Wage Differential in Public and Private Sectors in India. *The Indian Journal of Labour Economics*, 63(3), 765–780. <https://doi.org/10.1007/s41027-020-00246-1>
- Chakraborty, S. (2020). COVID-19 and Women Informal Sector Workers in India. *Economic and Political Weekly*, 55(35), 17-21.

Reports

- Ghosh, A., Ramachandran, R., & Mubashira, Z. (2021). *Women Workers in the Gig Economy in India - An Exploratory Study*. Institute of Social Studies Trust. [Available in Hindi also]
- Murthy, R. K. (2021). *Monitoring, Evaluating and Furthering Progress on Gender and Economic Equality & Women's Economic Empowerment*. Institute of Social Studies Trust.
- Murthy, R. K. (2021). *After School-Care, Child Development & Women's Economic Empowerment: Rationale, Progress, and Challenges*. Institute of Social Studies Trust.
- Chigateri, S. (2021). *Labour Law Reforms and Women's Work in India: Assessing the New Labour Codes from a Gender Lens*. Institute of Social Studies Trust.
- Impact of Women Informal Workers in the Wake of Covid-19 Pandemic at Delhi, May 2020–Phase 1 Reports
 1. Women Informal Workers
 2. Women Waste Workers
 3. Women Street Vendors
 4. Women Construction Workers
 5. Women Home-based Workers
 6. Women Domestic Workers
- Impact of COVID-19 and Reopening of the Economy on Women Informal Workers at Delhi, January 2021 - Phase II Reports [Hindi Version is also available]
 1. Women Informal Workers, By Shiney Chakraborty
 2. Women Street Vendors, By - Shiney Chakraborty & Gayatri Ahuja
 3. Women Domestic Workers, By – Monika Banerjee
 4. Women Waste Workers, By – Monika Banerjee
 5. Women Homebased Workers, By – Ayesha Datta
 6. Women Construction Workers, By – Ayesha Datta

Working Papers

- Chakraborty, S., & Mukherjee, R. (2021). *Women's Entrepreneurship in India*. IWWAGE with ISST.
- Banerjee, M. (2020). *Women and their Child Care Needs: Addressing Child Care Provisioning in India through a Gendered Lens*. Institute of Social Studies Trust.
- Chakraborty, S. (2020). *Digital India*. Institute of Social Studies Trust.

Policy Briefs

- Ghosh, A., & Ramachandran, R. (2021). *Engendering the gig economy in India*. Institute of Social Studies Trust.

IWWAGE with ISST

- Chakraborty, S. (2021). *Women in the Indian Informal Economy*. IWWAGE with ISST.
- Banerjee, M., & Chakraborty, A. (2021). *Women and Unpaid Work*. IWWAGE with ISST.
- *Mobility and Safety of Women: Interlinkages with Labour Force Participation*. (2021). IWWAGE with ISST.
- *Financial Inclusion and Female Labour Force Participation*. (2021). IWWAGE with ISST.
- *Women's Entrepreneurship in India: Harnessing the Gender Dividend*. (2021). IWWAGE with ISST.
- *Barriers for Women in Public Employment*. (2021). IWWAGE with ISST.

WIEGO – Policy Brief

- *Domestic Workers, Risk and Social Protection in Nepal*. (2020). WIEGO.
- *The costs of Insecurity: Domestic Workers' Access to Social Protection and Services in Dhaka, Bangladesh*. (2020). WIEGO.

HBF Policy Brief

- "Gendered impact of the COVID-19 pandemic and the associated lockdown: The readjustment of women's labor", August 2020
- "Impact of the COVID-19 pandemic and subsequent lockdown on violence and women's security", September 2020
- Assessing the gendered implications of the National Education Policy 2020 on higher education in India, October 2020

Book Chapters

- Nandi, R. (2020). Solidarité et luttes des travailleuses domestiques avec le SEWA Kerala (Solidarity and struggles of domestic workers with SEWA Kerala). In *EFFERVESCENCES FÉMINISTES : Réorganiser la reproduction sociale, démocratiser l'économie solidaire, repenser la valeur* by Christine Verschuur (pp. 107–118). Graduate Institute Publication.

Digital Media

- Prateek, & Gurpreet. (2021, June 9). *When the screen becomes the 'field': methodological reflections in a time of COVID-19*.
- Chakraborty, S. (2021, February 14). *Women Informal Workers: Falling through the Cracks in the Pandemic* [The Wire].
- Chakraborty, S. (2020, November 9). *Bihar: How Successful has MGNREGA been, Before and After the Lockdown?* [NewsClick].
- Chakraborty, S. (2020, November 27). *Are Women Really Working Less in India?* [NewsClick].
- Chakraborty, S. (2020, May 25). *Increased Care Work, Reduced Wages : Informal Women Workers are Barely Getting* [The Wire].



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Institute of Social Studies Trust

 U.G. Floor, Core 6A, India Habitat Centre, Lodhi Road, New Delhi-110 003, INDIA

 +91-11-4768 2222

 isstdel@isstindia.org

 isstindia.org