



# **Annual Report 2015-2016**

**Institute of Social Studies Trust**

**New Delhi**



## **About Institute of Social Studies Trust**

The Institute of Social Studies Trust (ISST) is a non-profit, non-governmental organisation based in New Delhi, India. ISST was registered as a Trust in 1980.

ISST's overall aim is research for social change with a focus on livelihood, work and well-being of vulnerable communities from a gender perspective. ISST attempts to bridge the gaps between research, action and policy with objectives of promoting social justice and equity for the underprivileged.

ISST adopts multi-disciplinary approaches for its research. The scope of research ranges from analysis of macro level policies and data to micro level action research in India and beyond.

ISST believes that evaluative studies offer a potentially very valuable means of understanding the shortfall between the intentions of programmes and the actual outcomes. ISST has undertaken a large number of evaluative studies using a gender and equity focus.

ISST organises seminars and workshops with the purpose of discussing issues of contemporary concern bringing in views of activists as well as researchers and policy makers, and also to share and disseminate research findings.

The documentation centre at the ISST research centre aims to provide information and documentation support to researchers. It includes books, reports, journals, newsletters and unpublished documents both in print and digital versions.

ISST's community centre located within a poorer community of East Delhi, aims to empower women, children and adolescent youth through community mobilisation, legal action, information and educational inputs.

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

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

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

## **ACKNOWLEDGEMENTS**

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- Ford Foundation
- Heinrich Böll Foundation (HBF)
- HomeNet South Asia
- Institute of Development Studies (IDS), Sussex
- International Development Research Centre, Canada
- International Labour Organisation (ILO)
- International Organisation for Cooperation in Evaluation (IOCE)
- International Society for Better Tomorrow (ISBET)
- Johns Hopkins University
- National University of Educational Planning and Administration (NUEPA)
- SEWA BHARAT
- Swiss Network of International Studies (SNIS)
- UNESCAP
- UNRISD
- Wipro Care

We gratefully acknowledge donations in kind and cash from the following in the year 2015-16

- Delhi Police
- Ratna M. Sudarshan, New Delhi
- John Butcher and Elaine Sullivan Butcher, Ottawa, Canada
- Ranjini K. Murthy, Chennai
- Lyxel labs private limited

## Message from the Chairperson



Having taken over as Chairperson of ISST this year I would like, at the outset, to express my thanks to those that have reposed trust in me and hope that I am able to meet their expectation in the future.

The ISST team has had a productive year, pursuing its agenda of research, advocacy and outreach activities with a view to influence policy for more gender equitable outcomes. In broad terms the principal focus of our work has continued on various aspects of women's work and women's empowerment, and also the development of methodologies and tools for policy and programme evaluation. This has resulted in sharing findings through publication of books, research papers and policy briefs and also through workshops and seminars.

The completed project on Engendering Policy through Evaluation, in addition to the above, has built a strong network of individuals and organisations involved in feminist evaluation and led to the development of a dynamic interactive online community of practice with over 2000 members across the globe. It also led to three workshops on the subject with the NITI Aayog. Other completed works led to insights into the imperatives for policy change especially in the domain of anti-rape laws and in relation to domestic workers; the development of a set of participatory tools and methodologies for domestic workers to be able to articulate their vision of change, and an evaluation of the impact of financial inclusion on informal sector workers.

During the year we continued organisation of the Gender and Economic Policy Discussion Fora on various subjects, funded by the Heinrich Boll Stiftung creating a valuable space for discourse between academicians, practitioners and policy makers. Under the GROW project on 'Balancing unpaid care work and paid work' inception workshops and fieldwork in India and Nepal were organised.

Other notable achievements have been the complete digitisation of our library through upgraded software and the continuance of activities of the Saathi centre for which we were able to raise some funding.

On behalf of the Board of Trustees I would like to congratulate the small, but very committed and dedicated team at ISST for the above progress and achievements; and needless to say also like to thank various agencies and individuals who have supported us in multiple ways during the year.

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

## Message from the Office in Charge



I am delighted to share with you the Annual Report of the year 2015-16, highlighting our programmes and activities that we completed last year and still continuing over this year.

The project 'Engendering policy through evaluation' has been completed successfully. I am extremely delighted to say that we came out with a series of publications from this project. The online versions of these publications could be accessed freely through our website. The project ended with a two-day workshop cum seminar jointly organised with NITI Aayog. Over the year, ISST and our feminist evaluation team has conducted workshops and presented in several national and international evaluation conferences /events in India and abroad. We are also delighted to say that our online community of practice has now become a global hub for the Evalgender Plus, a global initiative by IOCE and UN Women. ISST is also acting as the secretariat for newly formed Evaluation Community of India (ECOI).

ISST completed a remarkable project on 'State's response to women's claims' and understanding gender egalitarian policy change in India. A few publications are already there from the research.

ISST is continuing with another exciting research on balancing unpaid care work and paid work in association with Institute of Development Studies, UK under the GROW initiative of IDRC, Canada. The project aims at creating a knowledge base on women's economic empowerment policy and program in order to provide and generate more support for women's care and work responsibilities.

Heinrich Boll Foundation has extended their support for one more year for organizing gender and economic policy discussion forums. The program is now in its fifth year. In 2015-16, the program could effectively bring together experts across academics and development sectors to discuss critical issues like gender equity at workplace, women's unpaid work and the queer question and social costs of exclusion.

In the last year, ISST worked with ILO to develop participatory methods and tools for different stakeholders working with the domestic workers in defining the strategy and model of change.

ISST is now part of an international project on 'Feminist analysis of social and solidarity economy practices: Views from Latin America and India'. ISST is working jointly with SEWA Kerala to study the Indian perspectives of solidarity economy.

The community Centre in East Delhi has finally received some funding from the Wipro Care to cover one of its programs with young children. The team at the Community Centre is continuing with other regular activities with adolescents and young adults and women.

The research and administrative team at ISST cooperated and provided all support for continuing our work. The trustees continued their support in smooth functioning of the Institute.

We look forward to sharing our journey of learning as we continue to build on the strong foundation of mission and vision of ISST.

**Rajib Nandi**

**Research Fellow and Office-in-Charge**



## COMPLETED PROJECTS

<b>PROJECT TITLE</b>	<b>SPONSORING AGENCY</b>	<b>DATE OF COMMENCEMENT</b>	<b>DATE OF COMPLETION</b>
<b>Youth Study in India: Delhi and Kolkata</b>	UNESCAP	January 2015	April 2015
<b>When and Why do States Respond to Women's Claim; Understanding Gender-Egalitarian Policy Change in Asia</b>	UNRISD	January 2014	June 2015
<b>Development of Participatory Methods and Tools for Defining Strategy and Model of Change in Domestic Work</b>	ILO, Geneva	June 2015	August 2015
<b>Engendering Policy through Evaluation: Uncovering Exclusion, Challenging Inequities</b>	IDRC, Ford Foundation	October 2011	October 2015
<b>Baseline and Endline Impact Study of Economic and Social Empowerment of Women Workers</b>	SEWA BHARAT	July 2013	February 2016

## ONGOING PROJECTS

<b>PROJECT TITLE</b>	<b>SPONSORING AGENCY</b>	<b>DATE OF COMMENCEMENT</b>	<b>DATE OF COMPLETION</b>
<b>Balancing Unpaid Care Work and Paid Work: Successes, Challenges and Lessons for Women's Economic Empowerment Programmes and Policies</b>	IDS, Sussex	January 2015	March 2017
<b>Gender and Economic Policy Discussion Forum</b>	Heinrich Boll Foundation, India	January 2016	December 2016
<b>Informal Construction and Domestic Work: Collaborative Research on Institutional Influences in Job Quality</b>	The Johns Hopkins University, Department of Sociology, Maryland, USA	September 2015	August 2016
<b>Feminist Analysis of Social and Solidarity Economy Practices: Views from Latin America and India (Swiss Network of International Studies)</b>	Swiss Network of International Studies, Geneva	December 2015	November 2017
<b>ISST Saathi Centre</b>	Delhi Police, Wipro Care, ISBET, NUEPA, ISST and various other donations	Ongoing	Ongoing

## **COMPLETED PROJECTS**

### **1. Youth Study in India: Delhi and Kolkata**

The Social Development Division (SDD) of UNESCAP, in its effort to build a stronger evidence base on youth policies as well as indicators related to the circumstances the youth are in and their participation in various activities, commissioned country studies. The research included questionnaire survey in four countries of Asia and the Pacific; supplemented by focus group discussions and secondary research.

ISST took part in an Expert Group meeting held in Bangkok in the month of November, 2014. Subsequently ISST carried out the India chapter of the study. ISST conducted a survey among 2000 youth from Delhi and Kolkata, and 6 focus group discussions with youth in Delhi and Kolkata. Apart from the data collection, ISST produced a report on the data collected from Delhi and Kolkata and a situational report on youth in India.

***Sponsor: UNESCAP, Bangkok***

### **2. When and Why do States Respond to Women's Claim; Understanding Gender-Egalitarian Policy Change in Asia**

ISST has completed an inter-comparative research study by UNRISD on gender egalitarian policy that explored when and why states respond to women's claims making. The study was conducted in three Asian countries – India, China and Indonesia. ISST conducted the India component of the research focused on the three states of Delhi, Gujarat and Karnataka. Dr Nitya Rao, Professor of Gender and Development at the University of East Anglia coordinated the project for UNRISD. The project focused on two issue areas: violence against women and domestic workers (including a focus on migrant workers). In India, the focus of the research was primarily on understanding the processes of policy change in relation to anti-rape laws and women domestic workers in the two states of Gujarat and Karnataka.

The project kicked off in August 2013 with a methodology workshop held in New Delhi, India. The workshop was attended by the country research teams, UNRISD project

coordinators and invited experts from UN agencies, civil society and academia. After the data was collected in each of the countries, a writing workshop was held in October 2014 in India which saw participation from all the research partners, the ensuing discussions were very fruitful in generating themes and ideas for the research papers to be based on the study. The outputs of the research project include a comprehensive report on the study available at <http://www.unrisd.org/indiareport>. Two research papers based on the study were presented at international conferences including Gender Relations and Rising Inequalities, School of International Development, University of East Anglia, 6th to 8th July 2015, Norwich, UEA; and at the 4th Regulation for Decent Work (RDW) Conference (on Domestic Workers ) at ILO, Geneva (8th – 10th July, 2015) respectively. The paper based on the findings in relation to domestic workers movement was also presented at the Rosa Luxemburg Stiftung (RLS) Conference – Labour (Un) Divided: Categories and Collectives (17th - 20th November 2015) at Jadavpur University, Kolkata.

*Sponsored by UNRISD, Geneva*

### **3. Development of Participatory Methods and Tools for Defining Strategy and Model of Change in Domestic Work**

ISST was assigned to develop a set of tools that were suitable for domestic workers, most of whom were women, and belonged to socially disadvantaged groups, possessing no or little formal education, and little experience in articulating their views. The set of tools were based on principles of participatory action-learning approach, aimed at enabling domestic workers to define their vision of desired outcomes in the future; the journey of change from the current situation to ideal future; and a set of related facilitator's guides for those (organisers, trainers and leaders of domestic workers) who would use the participatory tools.

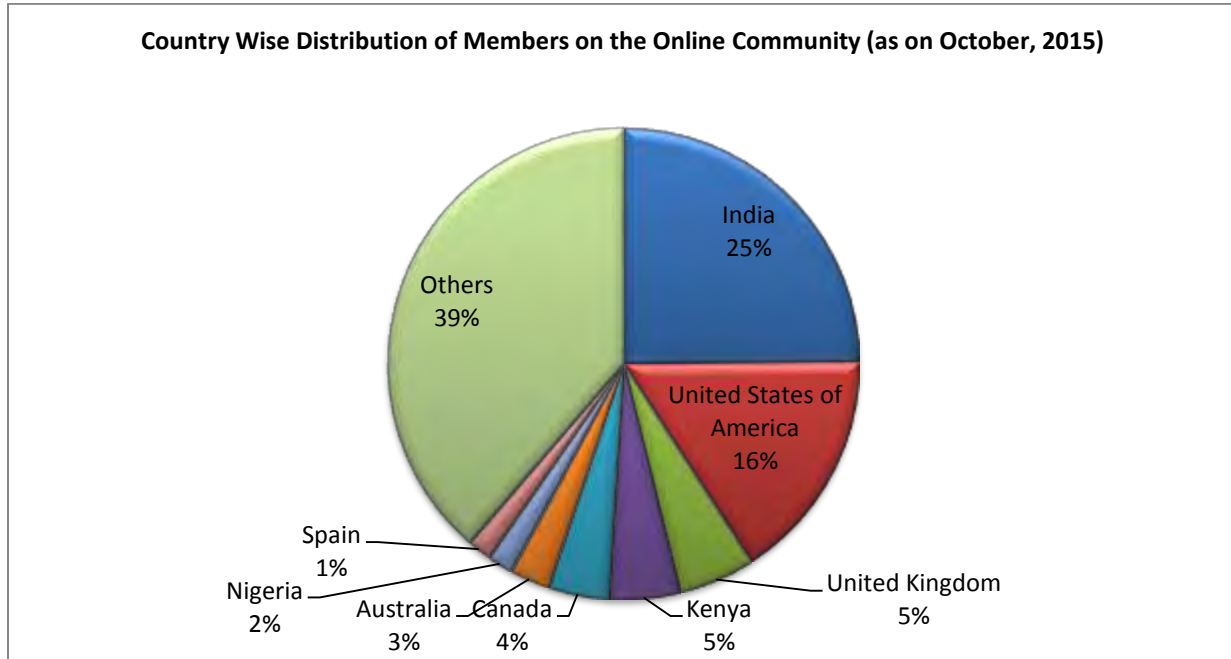
ISST facilitated three workshops – two in Delhi and one in Chennai with domestic workers and representatives from NGOs, trade unions, placement agencies, employers and ILO. In doing so, ISST adopted the Community Life Competence approach. Two SALT visits were also conducted in Tigri in southern Delhi. ISST along with all the stake holders jointly

developed a self assessment framework and an action plan for six months for domestic workers present in the workshop. ISST also drafted a manual for facilitators to develop a self-assessment tool for domestic workers using the Community Life Competence Process.

***Sponsored by ILO***

#### **4. Engendering Policy through Evaluation: Uncovering Exclusion, Challenging Inequities**

The project was completed over a span of four years, and over this period, a strong network of individuals and organisations in India interested in and working on feminist evaluation, was built. The network building activity was sustained through workshops, a feminist evaluation Google group (80 members), as well as, a dynamic interactive online community of practice on gender and evaluation at <http://gendereval.ning.com/> (with 2320 members from across the world). The work of capacity building, as well as, building a base of knowledge on feminist evaluation was sustained through workshops, small research grants offered by the project, and through publications.



Source: B N Benjamin (2015) Digital Media Performance Report, ISST

In the last year of the project, two policy workshops were conducted which focused on sharing some of the evaluation methodologies and findings and reflected on ways in which these could be useful in improving programme outcomes in the future, particularly with the policy makers. Thus, overall, 6 training workshops and 2 policy workshops were conducted in 4 years. The workshops functioned as both capacity building spaces as well as spaces to share research on feminist evaluation.

As part of the work on building a base of knowledge on feminist evaluation, the project offered, additionally, 3 small research grants for reflective research on evaluations in this year, making it a total of 11 grants over the project period. (All 11 studies have been completed.) Some of the outputs of the earlier research grants have already been published while the others are being readied for publication. Two books have already been published, namely the 'Toolkit on Gender-Sensitive Participatory Evaluation Methods', and 'Engendering Meta-Evaluations: Towards Women's Empowerment'. The structure and content of the third book, 'A Resource Pack on Gender Transformative Evaluations' - has been finalized. A fourth edited book has been put together for publication by a publishing house for wider outreach. Please find the publications here <http://www.isstindia.org/publications/>

In addition, three training videos on the topics - What are Gender-Transformative Evaluations; Principles, Values and Ethics of Gender-Transformative Evaluations; and, USE of Evaluations in a Gender and Equity Context were shot, of which the first two have already been put up on the online community, and well received. Please find the link to the all three videos under the publications section.

See also <http://www.feministevaluation.org/> and <http://gendereval.ning.com/>

***Sponsored by IDRC, Canada and Ford Foundation, New Delhi***

## **5. Baseline and End-line Study for the SEWA Bharat Project - Economic and Social Empowerment of Women Workers and Under Privileged Girls of Informal Sector of Bihar and Rajasthan**

A baseline and an endline study had been carried out in 5 districts of Bihar and in 3 districts of Rajasthan for the SEWA Bharat project - *Economic and Social Empowerment of Women Workers and Under-privileged Girls on Informal Sector of Bihar and Rajasthan*. The baseline study was intended principally for learning and accountability purposes. It was expected to generate relevant findings which would be used to track the progress of the project and monitor the expected outcomes and to guide and inform current work and future programming. The more specific objectives of the baseline study were to provide a good understanding of the status of women and adolescent girls in the project areas to benchmark information and set out parameters for measuring project outcome and impact.

The baseline study had adopted a mixed methods approach by using both qualitative and quantitative methods to get a more variegated picture of the socio-economic context of women and girls in the 8 districts of the project. The study used questionnaire survey method at the household level, focus group discussions with women, adolescent girls and men and interviews with SEWA Bharat team in Bihar and Rajasthan, both at state level and at district level, as well as with the Ruaab SEWA team, a unique model of garment production and sourcing that is owned and managed by women producers initiated by SEWA, in Delhi.

The study focused its findings on the existing occupations, levels of skills, income levels, access to credit and financial institutions, access to social security schemes in order to assess the impact of the planned interventions by SEWA at the end of the project. It also provided some recommendations on the formative aspects of the project.

The endline study was undertaken in December 2015 to assess the impact of the SEWA Bharat project on strengthening financial inclusion of women in the informal sector, setting up youth resource centres to conduct trainings for skill development and enhancement, and capacity building in order to tap market opportunities. The study was conducted in

three districts of Rajasthan namely, Jaipur, Jodhpur and Bikaner and five districts of Bihar namely, Munger, Bhagalpur, Kathihar, Purnia, and Patna.

ISST used elements of SALT approach to facilitate a participatory workshop prior to the data collection process in both Bihar as well as Rajasthan. The workshop engaged SEWA staff and community members in identifying evaluation questions, stakeholders for data collection and other information valuable to evaluation process. This process facilitated reflection of workshop participants on the project and build ownership around evaluation findings. The evaluation adopted a mixed method approach by using both qualitative and quantitative methods. Questionnaire surveys, in-depth interviews, Skype interviews and FGDs were conducted with different stakeholders including women of credit societies/SHGs, trainees and ex- trainees at the different SEWA Youth Resource Centres, members of SEWA Bharat at both the district and state level.

SEWA has followed a holistic approach in empowering the women by encouraging savings, providing loans, linking women to services to reduce their financial expenditure. The project has helped SEWA Bharat to expand its work and strengthen various institutes promoted by it.

***Sponsored by: SEWA Bharat, New Delhi***



## ONGOING PROJECTS

### 1. Balancing unpaid care work and paid work: successes, challenges and lessons for women's economic empowerment programmes and policies

The research project 'Balancing unpaid care work and paid work' is being conducted in partnership with the Institute of Development Studies (IDS) in the UK, and BRAC's East Africa Research and Evaluation Unit (REU) in Uganda, along with Oxfam Nepal, Mobile Crèches in India, Oxfam Tanzania and ActionAid Rwanda. The project is a part of a larger international research initiative called Growth and Equal Opportunities for Women (GrOW), jointly funded by the UK's Department for International Development (DFID), The William and Flora Hewlett Foundation, and Canada's International Development Research Centre (IDRC) in 14 countries in Sub Saharan Africa and South Asia.

The project aims to create knowledge about how women's economic empowerment (WEE) policy and programming can generate a 'double boon' - paid work that empowers women and provides more support for their unpaid care work responsibilities. ISST will be using a mixed methods approach to study state and non-state programmes in India and Nepal. The research findings will help in understanding the gaps in policies and programmes and inform research uptake to promote a positive balance between unpaid care work and paid work of women leading up to WEE.



Photo Credit: Jasmeet Khanuja

MGNREGA workers in Dungarpur, Rajasthan analyzing the provisions available to them at their worksite in a participatory group activity called 'care marbles' (December, 2015). They concluded that little or no care facilities were being provided at the worksite and as a result all care responsibilities fell on the family and ultimately the women.

The research project is 27 months long, beginning from January 2015. Up till now two important workshops of all the partners have been held; the inception workshop was the

first workshop held in April 2015 at IDS UK to establish the overall common research goals and commensurate research methodologies between partners. The second workshop was held in June 2015 in India, to develop research tools required for the study. The data collection for the study in India and Nepal is underway. The study including the research uptake will end in March 2017.

***Sponsor: IDS, Sussex/IDRC, Canada***

## **2. Gender and Economic Policy Discussion Forum**

The Gender and Economic Policy Discussion Forum organised by the Institute of Social Studies Trust in association with Heinrich Boll Stiftung aims to contribute to a process through which public discourse on economic policy is made more sensitive to gender concerns. Policy discourse is deeply rooted in economic analysis. Most often, gender does not appear as an integral aspect of economic analysis: at best, it is seen as a ‘second order’ effect. It is often assumed that as the economy develops the gender gaps in health status, education and capabilities in general, will be eliminated. However, there is ample evidence to show that while gender gaps may come down, gender biases do not go away with economic prosperity and equally, poverty is not the cause of gender bias.

The Gender and Economic Policy Discussion Forums, thus, provide an opportunity to discuss and critique economic and social policy from a gender lens and provide an opportunity for interaction between academics, policy makers, civil society activists and gender advocates in a structured manner. By bringing together people with different perspectives, background and experience, the project expects to shift public discourse around selected key policy issues in the direction of gender sensitivity to create space for dialogue between the concerned theorists, policy makers and practitioners and to be reflected in the work of individuals who participate in the forums.

These forums are organised once in three- four months in Delhi and the details of the forums held between April 2015– March 2016 are listed below:

**GEP 16 - 'The Queer Question: Socio-Economic and Political Costs of Exclusion', 21st of May, 2015**

**Speakers:** Yamini Mishra, UN Women; Brinda Bose, Jawaharlal Nehru University, New Delhi; Rituparna Borah, Nazariya, New Delhi; Shubha Chacko, Solidarity Foundation, Bangalore

**GEP 17 - 'Placing Women's Unpaid Work in Development Policy', 10th of August, 2015**

**Speakers:** Devaki Jain, Founder & Former Director, ISST; Deepta Chopra, Institute of Development Studies (IDS); Sudeshna Sengupta, Mobile Creches; Neetha N., Centre for Women's Development Studies; Sejal Dand, ANANDI

**GEP 18 - 'Gender Equality at Workplace in India', 23rd of September, 2015**

**Speakers:** Sudarshana Kundu, Gender at Work; Harpreet Kaur, Business & Human Rights Resource Centre; Kalyani Menon Sen, Independent Researcher; Reiko Tsushima, International Labour Organisation

**Sponsor: Heinrich Boll Foundation, India**

**3. Informal Construction and Domestic Work: Collaborative Research on Institutional Influences in Job Quality**

ISST collaborated with Dr. Rina Agarwala (Associate Professor, Department of Sociology at the Johns Hopkins University) on a 5 country comparative study on informal construction and domestic work to expand knowledge on how informal workers organise and to help guide policy-making and organisational development in informal domestic and construction work around the world. As the local collaborator, ISST undertook detailed qualitative study on domestic work in India to examine (1) the job quality, including objective measures such as pay and hours, as well as more subjective and process measures such as degree of voice across the industry, and (2) the organizing strategies, demands, and targets of workers in the industry. The research examined the institutional factors structuring the relevant labor markets and influencing job quality, with a particular

focus on the role of worker organisations. The findings from the study will be presented at the third International Sociological Association Forum on sociology, from July 10-14, 2016 in Vienna.

#### **4. Feminist Analysis of Social and Solidarity Economy Practices: Views from Latin America and India**

ISST is a principal partner of a research project entitled, “Feminist Analysis of Social and Solidarity Economy Practices: Views from Latin America and India” funded by Swiss Network of International Studies (SNIS). Solidarity Economy is not commonly used in the Indian context. However, feminist movement based on the principles of solidarity economy has already been consolidated in several Latin American countries for quite some time now. On the other hand, in India, there is a long standing tradition of women’s movements combining “struggle” and “development”. Though the term “solidarity economy” is not used, basic principles of solidarity economy could be observed in some of these movements in India too. In addition to everyday practical support (such as care and health services, popular education, microfinance, cooperatives of producers or artisans, management of common resources, etc.), these initiatives engage in various lobbying activities with local governments, employers (when they can be identified), governments, trade unions and sometimes international organisations. Given the prevalence of informal labour in India, social protection is a major issue. SEWA (Self-Employed Women's Association-India) is one of the best known examples, but many other initiatives exist, both in rural and urban areas, in various sectors of the economy. Unlike Latin America, where “solidarity economy” is formally recognized and institutionalized through specific public policies, these initiatives don’t come under a common umbrella and rather promote sectoral or territorial approaches. The proposed project hypothesizes that to be truly transformative SSE needs to also address the reorganisation of social reproduction, integrating the political goals of gender equality and more equitable power relations. ISST has selected SEWA Kerala as a case study following a brainstorming session with experts on Indian versions of feminist solidarity movement. SEWA Kerala accepted ISST’s offer and has allowed ISST to study the organisation from the perspective of solidarity economy. In January, Rajib Nandi from ISST

attended the kick-off workshop in Geneva. Partners from Latin America and India joined the workshop and presented their prospective case studies. In March, Rajib Nandi and Shiny Saha joined another workshop in Pondicherry to discuss the methodology to be adopted in Indian case studies. The field work has just begun in Kerala.

***Sponsor: Swiss Network of International Studies***

## **5. ISST Saathi Centre**

The ISST Saathi Centre is continuing with a truncated set of its activities with its Youth Resource Centre, the Right to Information (RTI) Help Desk and library activities, apart from fund raising activities.

ISST recently received funds from Wipro Care to continue Bachpan programme in Saathi Centre, east Delhi. Under the programme young children between the age group of 4 and 15 years are provided support in school education. The focus of the programme is building character and personality. Help is also provided in school admission, re admission of school dropouts and admissions in private schools under 25% free ship quota.

The Delhi Police continues to support the ISST Saathi Centre by providing space and basic infrastructure inside Kalyanpuri Police Station for running its activities (which it has been doing since 2006). Apart from providing space and other infrastructural support, presently they are also providing the Yuva Project (started by Delhi police in 2012) certification to the trainees of our different vocational programmes.

International Society for Better Tomorrow (ISBET) partially supported the life skill training under the Youth and Livelihoods Initiative at Saathi Centre. Mrs. and Mr. John Butcher from Canada partially supported the Saathi Centre activities in the year 2015-16.

The following activities are being undertaken at ISST Saathi Centre:

- Computer Training Programme for Adolescents and Young Adults.
- Life Skill Training Programme for Adolescents and Young Adults

- Periodic Vocational Training Programmes (such as mobile repairing, carpentry, tailoring, pottery and crafts, tailoring and dress designing, electrician training, plumbing etc) in association with Delhi Police
- Workshops on RTI
- Theatre Club
- Film Club
- Library
- Exposure Trips
- Bachpan Programme (Now funded by Wipro Care)
- Mobilizing Domestic Workers

***Supported by Wipro Care, Delhi Police, ISBET, Mrs. & Mr. John Butcher and other donors.***

## **Other Activities**

### **Documentation and Library Resources**

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

Last year ISST developed its own digital repository, which includes all types of institutional digital content including ISST research reports, annual reports, monographs, working papers, data set and photographs. ISST's digital repository has also been linked to the ISST website and provides access to the readers through the internet. This may be accessed through our website at <http://www.isstindia.org/>

The ISST library has upgraded its software from WINISIS to KOHA - an opensource integrated library software. KOHA provides internet based services, which enables users to access materials from their Desktop from any location. Koha is an Integrated Library System, which includes special features like OPAC module which provides a simple and clear interface for library users to perform tasks such as searching, reserving items and suggesting new items. The Cataloguing Module enables the library staff to capture details of all library items. The Circulation Module fully automates borrowing and item management, integrating with the OPAC. This may be accessed through our website <http://182.71.188.11/>

### **NGO Special Consultative Status with UN-ECOSOC**

- **Ms. Sunanda Krishnamurthy is ISST's representative in Geneva**

#### **Evaluation Community of India (ECOI)**

ISST is presently acting as secretariat for the Evaluation Community of India (ECOI). The community at present has 60 members. ECOI is already recognised by IOCE - International Organisation for Cooperation in Evaluation and Eval Partners, the largest international partnership in Evaluation. Website: [www.ecoionline.com](http://www.ecoionline.com)

## **Workshop / Seminar Organised by ISST (2015-2016)**

### **Gender and Economic Policy Discussion Forums**

- Gender and Economic Policy Forum16 - The Queer Question: Socio-Economic and Political costs of Exclusionorganised in association with Heinrich Böll Foundation, India Habitat Centre, New Delhi on 21<sup>st</sup> May, 2015.
- Gender and Economic Policy Forum17 - Placing Women's Unpaid Work in Development Policyorganised in association with Heinrich Böll Foundation, India Habitat Centre, New Delhi on 10<sup>th</sup> August, 2015.
- Gender and Economic Policy Forum18- Gender Equality at Workplace in Indiaorganised in association with Heinrich Böll Foundation, India Habitat Centre, New Delhi on 23<sup>rd</sup> September, 2015.

Please refer to the publications section for the web links to the policy briefs from the respective forums.

### **Seminars/Workshops under the project Engendering the Policy through Evaluation**

- 'Evaluations for Development with Equity and Equality', 16th -17th April, 2015, organised by ISST in association with NITI Aayog, Government of India and UNDP India.
- 'Evaluations: from Rhetoric to Reality', 15th October, 2015, organised by ISST in association with NITI Aayog, Government of India.
- 'Building Evaluation Capacity: Engendering Evaluations', 16th October, 2015, organised by ISST in association with NITI Aayog, Government of India.

### **Other workshops**

- National Institute of Labor Economics Research & Development (NILERD) under NITI Aayog, Government of India in association with the Institute of Social Studies Trust (ISST) and the Evaluation Community of India (ECOI) organised a consultation cum workshop on various issues relating to Evaluation of SDGs with gender and equity focus in context of India on March 9, 2016 at NILERD, Narela Institutional Area, Delhi.



## **Seminar/Workshop: Presentation/Facilitation/Moderation**

### **Rajib Nandi**

- Presented 'Mapping of Home-based Workers in Make in India Sectors', (Co-authored with Gurpreet Singh) May 28, 2015, Workshop – Roadmap towards Home-based Workers Advocacy and Policy Action, Organised by ILO, New Delhi.
- Presented 'Gender Responsive Evaluation for non-gendered Programs: Challenges of Including a Gender Lens in Evaluation Processes in India', September 9, 2015, International Evaluation Conference of Australasian Evaluation Society, Melbourne.
- Presented 'Bridging the Boundaries and Enriching Evaluation: Conversations and Experiences of a Global Online Community of Evaluation Practice', (co author with Rituu B. Nanda) Sept 8, 2015, International Evaluation Conference of Australasian Evaluation Society, Melbourne.
- Presented 'A Case Study of SEWA Kerala for SSE Perspectives', January 28-29, 2016, Workshop on Feminist Analysis of Social Solidarity Economy Practices: Views from Latin America and India, Organised by the Graduate Institute, Geneva.
- Co-facilitated SALT Workshop with Domestic Workers, organised by ILO, 9-11 October, 2015
- Facilitated a skill development workshop on 'Gender Transformative and Equity Focused Evaluation' (jointly with Rituu B. Nanda and Ranjani Murthy) at the Evaluation Conclave 2015, 23 November, 2015, organised by Community of Evaluators South Asia, Kathmandu.
- Conducted a one-day training session on 'Evaluation with social equity and gender equality' in the Fourth International Programme on Monitoring and Evaluation, conducted by the National Institute of Labour Economics, Research and Development (NILERD), Delhi on 10 November, 2015.
- Chaired a panel on 'Equity Focused and Gender Responsive Evaluations from India' at the Fifth International Evaluation Conference organised by Sri Lanka Evaluation Association (SLEvA) in Colombo from 15th to 18th September, 2015 in Colombo.

### **Mubashira Zaidi**

- Presented 'From Mathura To Nirbhaya: Analysing Women's Claims Making And State Responses On Sexual Assault And Rape In India' authored by Shraddha Chigateri and Mubashira Zaidi, International Conference: Gender Relations and Rising Inequalities, School of International Development, University of East Anglia, 6th to 8th July 2015 in the Julian Study Centre, Norwich, UEA.
- Attended National Workshop on Unpaid Work: Developing a Road Map, by the Unpaid Care Collective and sponsored the UN Women, 16<sup>th</sup> – 17<sup>th</sup> April 2015 in New Delhi.

### **Anweshaa Ghosh**

- Presented paper on Domestic workers as part of UNRISD Panel at the 4<sup>th</sup> RDW Conference on Domestic Workers at ILO, Geneva, 8<sup>th</sup> – 10<sup>th</sup> July, 2015.
- Presented paper at the RLS Conference, 'Labour (Un) Divided: Categories and Collectives', 17<sup>th</sup> - 20<sup>th</sup> November 2015, Jadavpur University, Kolkata.
- Attended National Workshop, 'Towards Gender Transformative Planning and Budgeting: Learnings and Experiences', organised by UN Women, 8 April 2015 in New Delhi
- Attended National Workshop on 'Unpaid Work: Developing a Road Map', by the Unpaid Care Collective and sponsored the UN Women, 16<sup>th</sup> – 17<sup>th</sup> April 2015 in New Delhi.

### **Shiny Saha**

- Presented 'Engendering Policy through Feminist Evaluation - at the 5th Biennial International Conference of the Sri Lanka Evaluation Association' (co-authored with Tanisha Jugran), SLEvA, 15th & 16th September 2015.
- Attended Attended National Workshop, 'Towards Gender Transformative Planning and Budgeting: Learnings and Experiences', organised by UN Women, 8 April 2015 in New Delhi
- Co-facilitated SALT workshop with Domestic Workers, organised by ILO, 6, 7 and 21st June, 2015.

- Attended Brainstorming Meeting - Women in Informal Sector, by FES-WFS on 11th Feb 2016.
- Attended ECOI Consultation cum workshop, 9th March 2016.

#### **Tanisha Jugran**

- Co-facilitated SALT workshop with Domestic Workers, organised by ILO, 6, 7 and 21st June, 2015.

#### **Rituu B. Nanda**

- Presented 'Bridging the Boundaries and enriching Evaluation: Conversations and Experiences of a Global Online Community of Evaluation Practice', (co author with Rajib Nandi) Sept 8, 2015, International Evaluation Conference of Australasian Evaluation Society, Melbourne.
- Facilitated SALT workshop with Domestic Workers, organised by ILO, 6, 7 and 21st June, 2015.
- Facilitated SALT Workshop with Domestic Workers, organised by ILO, 9-11 October, 2015

#### **Akila Ramesh**

- Attended 'Youth and Sustainable Development: Role of Media, Knowledge Networks and Libraries', Organised by – United Nations Information Centre for India & Bhutan with Delhi Library Association on August 11<sup>th</sup>, 2015.
- Attended 'Youth for Development: A Dialogue with SBI Youth for India Fellows' on 12<sup>th</sup> August 2015, Organised by United Nations.
- Attended 'Librarians Get to Gather Meet' on 7<sup>th</sup> January 2016, Org by – IIC.
- Attended Discussion on Resource Sharing and Networking among Women's Studies / Libraries / Information Centres, Organised by CWDS on 25<sup>th</sup> February 2016.
- Attended seminar on 'SDGs – Gender Equality : Role of Women in Knowledge Sharing', Organised by – Association of Women Librarians, Delhi Library Association with UN Women on 4<sup>th</sup> March, 2016.
- Attended 'Inspiring and Repositioning Public Libraries in India: Technology, Content and Services', Organised by – DELNET, at IIC, March 7-8, 2016.

## Publications

### Policy Briefs (in association with Henrich Boll Foundation, New Delhi)

- *The Queer Question: Socio-economic and the Political Cost of Exclusion*(available at [https://in.boell.org/sites/default/files/uploads/2013/10/briefing\\_peper\\_16.pdf](https://in.boell.org/sites/default/files/uploads/2013/10/briefing_peper_16.pdf))
- *Placing Women's Unpaid Work in Development Policy* (available at [https://in.boell.org/sites/default/files/uploads/2013/10/briefing\\_paper\\_17.pdf](https://in.boell.org/sites/default/files/uploads/2013/10/briefing_paper_17.pdf))
- *Gender Equality at Workplace in India*(Available at [https://in.boell.org/sites/default/files/uploads/2013/10/briefing\\_paper\\_18.pdf](https://in.boell.org/sites/default/files/uploads/2013/10/briefing_paper_18.pdf))

### Policy Briefs (in association with UNRISD)

- *'At the Crossroads of Class and Gender Realizing Domestic Workers Labour Rights'* – UNRISD Policy Brief, March 2016 (Available at <http://www.unrisd.org/rpb20>)
- *'Confronting Violence Against Women The Power of Women's Movements'*– UNRISD POLICY BRIEF, March 2016. <http://www.unrisd.org/rpb21>

### Project Reports

- ISST (2015) *Economic and Social Empowerment of Women Workers and Under Privileged Girls of Informal Sector of Bihar and Rajasthan*– End-Line Study for the SEWA BHARAT –DFID Project, Study Conducted by – ISST, 2015
- *"Development of Self Assessment Tool for Domestic Workers on Decent Working Conditions using Community Life Competence Process"*, Organised by – ILO, Facilitated by – Bobby Zachariah, Rajib Nandi, Rituu B.Nanda, Tanisha Jugran and Shiny Saha, June 2015
- *"Community Life Competence Process : Self Assessment Tool for Domestic Workers on Decent Working Conditions"*, Sponsored by –ILO, Rituu B.Nanda and Rajib Nandi, Oct 1- 9<sup>th</sup> 2015

- Chigateri, S., M. Zaidi and A. Ghosh (2016) *Locating the Processes of Policy Change in the Context of Anti-Rape and Domestic Worker Mobilisations in India*. Research Report. Geneva: UNRISD(Available at <http://www.unrisd.org/indiareport>)

## Books

- Chigateri, Shraddha and Saha, Shiny (forthcoming) (Eds) *A Resource Pack on Gender Transformative Evaluations*, ISST, New Delhi.(Available at [http://www.isstindia.org/publications/1465391379\\_pub\\_ISST\\_Resource\\_Pack\\_2016.pdf](http://www.isstindia.org/publications/1465391379_pub_ISST_Resource_Pack_2016.pdf))
- Murthy, Ranjani. K (2015) *Toolkit on Gender-Sensitive Participatory Evaluation Methods*, Series in Feminist Evaluation– 1,ISST, New Delhi. (Available at [http://www.isstindia.org/publications/1458844541\\_pub\\_Ranjani\\_toolkit.pdf](http://www.isstindia.org/publications/1458844541_pub_Ranjani_toolkit.pdf))
- Sudarshan, Ratna, M.; Murthy, Ranjani. K.; Chigateri, Shraddha (2015) (Eds) *Engendering Meta-Evaluations: Towards Women's Empowerment*, ISST, New Delhi. (Available at [http://www.isstindia.org/publications/1458844412\\_pub\\_meta\\_eval.pdf](http://www.isstindia.org/publications/1458844412_pub_meta_eval.pdf))

## Forthcoming Publications:

- Chigateri, Shraddha and Ghosh, Anweshaa (forthcoming) *'Mobilisations of Domestic Workers in India: Understanding Claims Making and Policy Change on Domestic Work', Development and Change*.

## Training Videos

- Principles, Values and Ethics of Gender-Transformative Evaluations by Renu Khanna (Available at <http://gendereval.ning.com/profiles/blogs/principles-values-and-ethics-of-gender-transformative-evaluations>)
- What are Gender-Transformative Evaluations? by Ranjani K. Murthy

(Available at <http://gendereval.ning.com/profiles/blogs/what-are-gender-transformative-evaluation>)

- USE of Evaluations in a Gender and Equity Context by Sonal Zaveri

(Available at <http://gendereval.ning.com/profiles/blogs/use-of-evaluations-in-a-gender-and-equity-context>)

## Summary Financial Statement 2015-2016

### Summary Statement Annual Income and Expenditure as on 31.03.2016

Particulars	Financial Year 2015-2016 (Rs.in Thousand)	Financial Year 2014-2015 (Rs.in Thousand)
<b>Income</b>		
Interest Income	1,849.00	390.00
Donations & contributions	140.00	91.00
Other Income	85.00	109.00
Sale Proceeds of Bangalore Flat	-	20,000.00
Project Overheads	3,072.00	1,857.00
Project Grant	19,102.00	13,921.00
<b>Total</b>	<b>24,248.00</b>	<b>36,368.00</b>
<b>Expenditure</b>		
Administrative Expenses	3,042.00	2,887.00
Project Expenditure	19,102.00	13,921.00
Property Expenses	436.00	509.00
Trustee Meeting Expenses	73.00	153.00
Depreciation	32.00	38.00
<b>Total</b>	<b>22,685.00</b>	<b>17,508.00</b>
Excess of Income over Expenditure	1,563.00	18,860.00
Less: Accumulation u/s 11(2) of IT Act 1961	-	15,000.00
<b>Excess of Income over Expenditure: 2015-16</b>	<b>1,563.00</b>	<b>3,860.00</b>

## SUMMARY BALANCE SHEET

### Application of Funds

Fixed Assets	2,008.00	1,953.00
Investment	20,800.00	19,975.00
Current Assets	6,961.00	10,108.00

<b>Total</b>	<b>29,769.00</b>	<b>32,036.00</b>
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### Sources of Funds

Balance as per Income and Expenditure A/c	2,856.00	1,293.00
Endowment Fund	21,697.00	21,573.00
Building Fund	815.00	905.00
Welfare Fund	-	212.00
Fixed Assets Fund	917.00	738.00
Secured Loan	-	150.00
Current Liabilities	102.00	113.00
Project Fund Balance	3,382.00	7,052.00

<b>Total</b>	<b>29,769.00</b>	<b>32,036.00</b>
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\*Auditors: Thakur Vaidyanath Aiyar & Co. , Chartered Accountants, 221-223, Deen Dayal Upadhyay Marg, New Delhi - 110002.



## **ISST BOARD OF TRUSTEES (as of March 31, 2016)**

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**Ms. Kameshwari Jandhyala**

ERU Consultants Pvt. Ltd.

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Former Director, ISST,

## **ISST TEAM (as of March 31, 2016)**

### **Delhi Office**

Rajib Nandi, Research Fellow and Office-in-Charge  
Shraddha Chigateri, Research Fellow  
Rituu B. Nanda, Consultant  
Mubashira Zaidi, Research Analyst  
Anweshaa Ghosh, Research Analyst  
Shiny Saha, Research Associate  
Tanisha Jugran, Consultant  
Jasmeet Khanuja, Research Associate  
Anushree Jairath, Consultant  
Aditi Das, Consultant  
Akila Ramesh, Librarian  
Nitin Shukla, Accountant  
Sultan Singh, Senior Administrator  
Mohan Singh, Administrative Assistant

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

Amita Joshi, Coordinator (ISST Community Outreach Programme)  
Kamlesh Gaur, Coordinator  
Sunderlal, Community Programme Assistant  
Dharmendra Kumar, Peer Educator  
Udai Pal Singh, Peer Educator  
Sarita, SHG Mobiliser

## **INTERNS/VOLUNTEERS**

### **Interns**

Laxmi, AIIMS  
Geetanjali, AIIMS  
Shakshi, Graduate Student  
Puneet, Ambedkar College, Delhi  
Nadeem, Ambedkar College, Delhi

### **Volunteers**

Ruby, Kalyanpuri  
Kavita, Trilokpuri  
Shanti, Kalyanpuri  
Kabir, Vasantkunj





Institute of Social Studies Trust

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