

VISION

**A HUMANE AND EQUITABLE SOCIETY
WHERE GENDER JUSTICE IS REALISED**

MISSION

**TO RESTRUCTURE GENDER RELATIONS THROUGH RESEARCH,
DEVELOPMENT, COUNSELLING, CAPACITY BUILDING, NETWORKING,
ADVOCACY AND TRAINING**

CSR TEAM



**GENDER MATTERS
TOWARDS ENGENDERING**



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FROM THE DIRECTOR'S DESK

Greetings from Centre for Social Research!!

This year we entered into new domains, which expanded our horizons of work. We took up the challenge of a mass mobilization campaign towards combating Female Foeticide and this concern would remain a core area of our activities in years to come. Missing children, women's political empowerment and gender mainstreaming were the other focus areas of work this year. We take our insights and lessons of 2007 and look forward to moving with a renewed zeal and commitment in 2008.

Continuing with the theme of violence against women, CSR organised a National Seminar on Violence against Women titled "Stop Violence from Womb to Tomb" on February 21st - 22nd 2007 in collaboration with National Commission for Women (NCW). To eradicate the unprecedented menace of female foeticide, the research wing of CSR launched one of the most challenging project titled "**Meri Shakti Meri Beti** (My Strength My Daughter) - **Save the Girl Child: Achieving Gender Equality by Addressing Sex Selection**" on August 21st, along with the Ministry of Health and Family Welfare (MOHFW), On January 24th 2007, a consultation on "Missing Children in India" was organised to chalk out a strategy for prevention, rescue and recovery procedures for thousands of children that go missing year after year. The consultation was co-sponsored by Institute of Social Sciences (ISS).

The research Division hard work during the year helped us in completing three major studies on the issues of Child Marriage, Women Participation in Panchyati Raj Institution and Effect of WTO on women in fisheries sector. Insights and observation made in these reports have been widely publicized through media and partner organizations.

During 2007, CSR had an opportunity to be a part of two major conferences emphasizing the issue of women and security. The first conference was the South Asian Regional Conference in Nepal entitled "**Invisible Faces of Violence on Women in Politics: Breaking the Silence**". The conference brought together eminent women leaders of South



Asia to share their experiences of dealing with the issues of violence in politics. Katmandu Conference highlighted the cumulative experiences of civil society organizations and media in overcoming the challenges of violence against women in politics. The second conference "**International Women Leaders Global Security Summit**" organized in New York City from November 15-17 2007, focused our attention towards the importance of women leaders as partners in world peace and security. The summit aimed at enhancing the effectiveness of women's leadership on global security and provided women leaders a forum to discuss, evaluate, and endorse meaningful strategies for it.

The three years Poorest Area Civil Society (PACS) project culminated successfully this year and was marked by the **National Advocacy Workshop** titled '**Gender Matters, Addressing Extreme Poverty**' on 27 September 2007. On the occasion, we released a user-friendly guidebook for facilitators working on gender sensitization and mainstreaming in the development sector entitled "**Engendering Change: Restructuring Gender Relations**".

The Gender Resource Centre, which was established in Varanasi under the ICCO project "Step towards Self Reliance and Initiative towards Women Empowerment" is working as

a Training & Resource Centre for the Hindi speaking belt of central & eastern India. Our HIV/AIDS Community Care Centre which looks after the well-being of HIV/AIDS patient by providing care, counseling, and training has been ranked as 'A' grade among 122 centers all over India, by Uttar Pradesh State Aids Control Society (UPSACS)

GTI, after having successfully delivered gender sensitization training at UNDP, is now working closely with UNODC to bring out a manual for Police trainers on the issue of human trafficking and gender-sensitive policing in relation to its victims.

In the year 2008 CSR will take on two flagship projects: **"Enhancing the role women in strengthening democracy"** supported by United Nation Democracy Fund (UNDEF), which aims at creating a pipeline of 1000 women across the country to contest state and national level elections. With or without reservation we believe that women's participation in politics- at the national, state and local levels is essential to the maintenance of democracy in its true spirit. With an increase in the number of women in politics and decision-making, attention is brought not just to women's issues, but equally importantly, a women's perspective is brought into all matters of concern.

"Capacity building of service providers, advocacy and lobbying for effective implementation of Protection from Domestic Violence Act, 2005". The project is supported by ICCO. With the bill on Domestic Violence having become an Act (*Protection of Women from Domestic Violence Act, 2005*), Indian women's movement can rejoice in having achieved a milestone long overdue. However the journey has just begun. We know that our country has strong laws but are not implemented properly thus fail to serve the very purpose for which the law was drafted. The need today is to make effective utilization of this piece of legislation to protect women. Hence this project aims at roping in all the stakeholders and ensuring their capacity building for the implementation of the law.

In the end, I would also like to express my sincere gratitude to the entire CSR team for their dedication and commitment towards CSR's vision. I wish all the best to our team for the New Year ahead. I also extend my appreciation and thanks to our supporting agencies and partners, with special thanks to media for their support in all our endeavors.

With regards
Ranjana Kumari

SOME MILESTONES : THE YEARS GONE BY

The Centre for Social Research (CSR) is a leading women's institution working in the field of social action since 1983. CSR was founded by a group of concerned social scientists dedicated to promote the empowerment of women, deprived castes and groups. CSR aims to empower women and provide them with the resources to be self-reliant individuals. We work at the grassroots, regional and international levels to raise women's awareness of their rights, build inroads into decision-making institutions from Panchayats to Parliament and to eliminate violence against women. Our goal is to achieve economic self-sufficiency and raise awareness of social, political, and legal issues.

To achieve its goals, CSR capitalizes on the expertise and resources concentrated in the three organizational divisions: Research Division, Gender Training Institute and Development Division. The latter operates in two subdivisions: Women empowerment, Capacity Building and Development and Violence against Women Programme. Equally important, CSR works towards its mission through the leadership in networks and platforms for social action, participation in initiatives and forums and collaboration with development agencies - endorsed at both national and international level.

MILESTONES AT CSR

- Some of the major studies conducted at CSR focused on issues such as:
 - ❑ Brides are not for Burning
 - ❑ Domestic Violence: A Case Study of Selected Areas
- in the Indian Capital
 - ❑ Women-Headed Households in Rural India
 - ❑ Strengthening Government Citizen Connection for Effective Governance of Urban Local Bodies
 - ❑ Gender and Local Governance: It's Implications on Development
 - ❑ Women Parliamentarians
 - ❑ Gender and Trade: Impact of Globalisation on Women Workers in Textiles and Food Processing Industries in India
- The Gender Training Institute (GTI) has published the first ever Gender Manual for Police Trainers catering to the Police personnel with focus on issues of trafficking and domestic violence
- CSR conceptualized and facilitated the process of establishing Women-PowerConnect(WPC), the first women lobbying organization in India.
- CSR is the Convener of **the South Asia Network against Trafficking (SANAT)**. The main aim of SANAT is to promote the development of regional communications networks, which will facilitate the monitoring, and control of activities relating to trafficking in persons.
- CSR is the South Asia Coordinator for WEDO's Global 50:50 Campaign for gender balance in politics.
- We have ECOSOC Status with the United Nations, and are a member of CONGO.

RESEARCH DIVISION

The role of social institutions in accelerating the process of social change, by intervening at various levels, is crucial to our society in India. To affect such interventions it is necessary to relate theory to practice by combining research with action programmes.

CSR is an interface between academic inquiry and social action. The research division of CSR is motivated by the belief that the pursuit of knowledge should be a socially relevant activity.

CSR's research and survey studies have led our organization and many others to undertake constructive action programmes. Our research projects and surveys have been appreciated for their scientific rigor, policy-level recommendations and action-oriented insights. Our monographs, books and reports have been well received by social activists, universities and policy-making bodies.

During the initial period, CSR concentrated its research on localised problems and lives of underprivileged, the scope of our research widened to national and South Asian-level issues. The issues that currently concern us are health, gender, violence against women, education, governance, political participation, labour, industry and trade.

The research division of CSR was on a dynamic mission in the year of 2007 as it directed its action-based research against female foeticide and turned each and every stone in this direction in three of the low sex-ratio districts of Delhi - Najafgarh, Narela and Punjabi Bagh. The grassroots were actively involved in a joint effort to eradicate the sex-selective, unauthorized and illegal abortions in these project areas. In addition to this endeavour the research division in its project for women managers, is keen on finding the answer to the 'glass ceiling' that exist in the corporate world where women managers are scarce in top-level management position and despite being well-qualified and trained are not equally represented in the senior hierarchy.



The Research Team

COMPLETED PROJECTS

A study of Child Marriage in India - Situational Analysis in three states Rajasthan, Madhya Pradesh & Uttar Pradesh

Supported by National Institute of Public Cooperation and Child Development
(NIPCCD)

Child Marriage in India has been a practice since centuries with children being married off before their physical and mental maturity. The problem of child marriage in India is complex because of the interrelated blend of religious traditions, social practices, economic factors and deeply rooted prejudices. Regardless of its roots, it's a fact that child marriage constitutes a gross violation of child and human rights. It leaves deep scars on the child; physically, psychology and emotionally. Sexual activity starts soon after marriage and pregnancy as well as childbirth at an early age leads to severe health

problems, high maternal mortality rate, complications during childbirth, high infant mortality rate and increase in cases of STDs and HIV/AIDS. Moreover, women who marry younger are more likely to be beaten, threatened and sexually abused. The major objectives of the study were to: assess the prevalence and incidence of child marriages, especially related to the girl child in the selected states of Rajasthan, Uttar Pradesh and Madhya Pradesh; analyse the various socio-economic and cultural factors leading to child marriage in the study states as well to analysis the existing constitutional and



legal measures against child marriage and implementation. Furthermore, the study suggested measures for effective utilization of the existing mechanisms of prevention and fostering of alternative methods for prevention.

This long held practice is sustained, despite legal barriers in place, due to various reasons. The field visits and discussions with community leaders and sociologist elicited a number of these reasons that helped sustain and even endorse and encourage the custom of child marriage.

- Social groups follow rituals and practices of forefathers without questioning their relevance to the present time. Early marriage allows parents to waiver 'responsibility' of settling their children.
- Economic compulsions drive people to resort to child marriage. Especially economically weak and large families encourage the practice as it helps the parents to send off their girl children early, while conversely, marriage of a boy brings an additional hand to assist the household and its economic activities.
- The members of communities practicing child marriage tend to have little or no formal education. Performing the marriage ceremony of children is considered an unpleasant duty of the parents and a social obligation. People's belief in the religious scriptures and their being told that these contain prescription for early marriage for children drive them to fulfill this 'obligation'
- Early marriage ensures full 'utilization' of fertility and

childbearing capacity

- Strong caste ties and the rules of interaction limit the availability of the most suitable or desirable brides and grooms - as soon as the parents come across a (suitable) match, they make haste in solemnizing the marriage ritual.
- The feudal background limited the access of education to the masses, especially for girls. The prevailing gender biases prevent a girl child from acquiring any other skills except those complementing her biological capacity.

Nevertheless, while the trend of child marriage is a social reality in the studied villages of the three states, they have witnessed a downward trend. This observation is supported by all districts magistrates interviewed.

As a result of the findings, the study recommends the following:

- Awareness Generation - All stakeholders should be sensitized and convinced about the negative impact of child marriage on children.
- Gender Sensitization Programmes - Gender training programmes should be spread throughout the district for police and NGO's. Through such trainings the primary and secondary education for girls should be promoted.
- Checking loopholes in the Law - shortcomings must be corrected to strengthen the document against those who break the law.
- Stringency of Punishment
- Child Marriage Prevention Officers (CMPOs) - CMPOs need to be trained to be vigilant and take strict actions against offenders.
- Set-up of Special Cells - Special cells must be set up to work especially on cases of child marriage.
- NGOs should be given the authority to report and intervene with the help of district magistrates, police or other social workers in the cases of child marriage.
- High Protection for Girls - Trafficking is a serious issue when we talk about child marriage. Both are linked to each other as many girl children are forced into marriage after being kidnapped from bordering areas. To curb such happenings, the laws have to be made more stringent.
- Security to Girls and Boys - A safety net must be created for girls and young women who escape forced marriage.

- Role of Media - Media can play a proactive role in creating awareness regarding child marriage.
- Registration of Marriages needs to be implemented in a simple and user-friendly manner. Registration facilities should be provided at the lowest rung of the administrative structures in the rural areas and in urban slum dwellings.

The study used both secondary sources and primary data for collecting information. The objective was to establish both attitudes and beliefs regarding child marriage and the attitudes and practices of key institutional actors, such as police, government departments, community workers and Panchayat members.

Participation of Women in Panchayati Raj Institutions: in the states of Gujarat and Himachal Pradesh

Study supported by: National Commission for Women (NCW)

Center for Social Research made this study to assess the level of participation of women in Panchayati Raj Institutions (PRIs) and the factors affecting it. The 73rd Constitutional Amendment Act (CAA) provided a great thrust to the process and initiated a silent revolution. A major contribution to the inclusion of women in government was the provision for 1/3rd reservation of seats for them in Panchayati Raj Institutions (PRIs).

The study examined some fundamental issues on effective gender representation and its impact on development work



in the states of Gujarat and Himachal Pradesh. It focused on the socio- economic as well as political profile of the elected women representatives of local self-governance in study states to identify limitations or obstacles that hinder women empowerment.

The main objectives of the study were to:

- conduct situational analysis of socio-economic profile, political profile and awareness level regarding PRIs amongst women representatives
- study the levels of participation of the women

representatives

- highlight issues on which women take more interest
- assess the changes that took place at the local level
- investigate the factors affecting participation in PRIs
- determine the initiatives required to enhance the effectiveness and level of participation of women in PRIs

Gujarat is one of the few states where Panchayati Raj was implemented with sound political will and commitment since its inception in 1963 and the 73rd CAA provisions were duly integrated. The majority of the women representatives' at all three levels of Panchayat were between 31-40 years, more than ninety-six percent were Hindus and all of them were married and lived in a joint family. The majority of them studied up to primary level followed by up to secondary level. Regrettably, most of the women were only figurative members of the Panchayat, with the actual responsibilities being shouldered by their family members. The roles and responsibilities of the head of the respective Panchayat listed by the women representatives included village related work, while that of members was thought to be either assisting the head of the Panchayat or putting their signature on official documents. The awareness level of GP members was very poor regarding women reservation in PRI and its importance, as well as regarding laws pertaining to women, financial aspects of the Panchayat and issues to be addressed by PRI. Most women expressed the need for capacity building in terms of better educational level and focused training on PR functioning for executing PR responsibilities.

In Himachal Pradesh, the initial euphoria over the Constitutional provisions to strengthen the Panchayat system as an effective instrument of local self government has diminished. The combination of lack of political will and bureaucratic resistance has impaired the functioning of the PRIs. Furthermore, the lack of capacity and access to information at the grassroots level made the decision making process difficult. Reservation of seats for women and other marginalized groups to further the objective of social justice is still overshadowed by caste, class and the deep rooted patriarchal system. The share increase in the number of women representatives has not automatically translated into their active participation. Process of inclusion and empowerment continues to be limited by poor education and no scope for need based planning. The major reasons for the poor representation

of women in Panchayats seem to be their social status, restricted mobility, minimal schooling and husband's role of authority in relegating women to the private domain, i.e. house.

The analysis revealed that there was an urgent need to improve the participation of women in the functioning of the Panchayat. The society needs to be sensitized for better acceptance and support of women in leadership roles. Furthermore, capacity building of the women in Panchayat Raj institutes and dissemination of information related to various aspects of the Panchayati Raj was necessary. Efforts are required for promotion of the involvement of women groups and NGO's in creating awareness and sensitizing the community to enable effective implementation of 73rd CAA.

Impact of Trade and Globalisation on Gender in India: A Case Study of Women Workers in Fisheries Sector

Supported by: United Nations Conference on Trade & Development (UNCTAD)

Trade liberalization is now an integral part of international relations based on comparative advantage and is expected to contribute significantly to the development and wealth within each country that would result in a wide range of benefits such as increased employment, decreased wage differentials and enhanced access to technology. Thus, the present study was conducted to explore the relationship between trade liberalization and its impact on women employed in the fish processing industry in India. The study looked at the correlation between the performance of fisheries industry, particularly the export component, and its impact on the women labourers engaged in the fish processing industry.

The objectives of the study were to :

- access and analyse the trend and growth in the fishery sector in post-liberalisation period in India
- study the impact of liberalization on the women employed in fish processing industry
- Identify the role and contributions that different

stakeholders can play so that women can benefit by the new trade regime.

The study states were Kerala (Kochi and Kollam districts), and Gujarat (Porbander and Junagarh districts).

The major findings of the study revealed that women were employed more in number in the processing sector and men in fishing. Among the women who entered this sector most remained in the sector for a long time which indicates less incentives in other sector, high absorption capacity of the fisheries sector and low-skill requirement. On the other hand, it reflected that whatever employment opportunities that have been generated for women workers in the fishery sector, are largely unskilled. Moreover, there were significant regional variations in regards of the nature of the job e.g. the extent of casualisation of women workers was extremely high in Gujarat.

The study also explored the dynamics of the average number of days a female worker was employed which was far less than the number of days a male worker was employed. The

study highlighted the increase in workload and stress over the years particularly for female workers as compared to male workers. The perception of workers on the impact of liberalization revealed a positive attitude. The workers perceived a general increase in demand for both skilled and the earning capacity of women has helped them in influencing and participating in the decision making process in the family.

The study found that trade unions and NGOs were active only for the fisherman who goes to the sea, while the processing sector where women are employed on a large scale was completely ignored. Fishery sector has been affected negatively by globalization processes as increased benefits of the global market are captured by a few powerful people -- mainly big exporters. The industry has become more quality conscious resulting in small scale units closing shops. Casualisation of labour has increased with a decline in employment by 10-15% and for trade unions there is more than 15% decline. There is need for the government to extend help to equip the industry to face global competition,

in such ways as like skill enhancement. According to Trade Unions, trade liberalization has reduced gender inequalities, yet for the NGOs it has reinforced gender inequalities as most of women workers are unskilled and unorganized, which makes them more vulnerable to exploitation. As a result the NGOs suggested that women workers should be given certain special benefits and social security schemes. There were only few central schemes available and most of the schemes were for the fisherman or registered labourer of the government.

The major recommendations from the study: strong policies to boost the sector to capture international market for value added products in demand; improved infrastructure, technological up-gradation; increased share of the nation in the international market that would bring in noticeable change in the lives of the workers, especially women; building up of production, particularly off shore, with advanced technology; to open up new markets in India and special laws to address the needs of workers in this sector (i.e. working conditions, wages etc.)

Evaluation of the impact of Railway Children (RC) Project on Street Children of Kolkata and Delhi

Supported by: Railway Children of India

The Railway children was founded in 1995 in U.K with an aim to make early intervention to prevent the phenomena of street and runaway/abandoned children living around railway and other transport stations and to mainstream them to save them from all kinds of abuse and exploitation.

Under its India project, twenty-one partner organisations across India have received CR 1 grant from Comic Relief. The main purpose of this external evaluation was to ascertain the quality and outreach of the partner organizations in meeting the RC's objectives between January 2003 and December 2007 and to make recommendations based on the same.

The four organisations of the study (SEED, OFFER, Sabuj Sangha (Kolkata) and Anubhav (Delhi)) employed a multi pronged approach to meet the immediate needs of children.



Children at the inauguration of 'Alor Disha' Night Shelter for girls, Sabuj Sangh (Kolkata)

These needs consist of shelter (both during the day and at night time), education, vocational skill training, health care, food and nutrition, as well as creating a network with all the

stakeholders (RPF, NGOs, Government, Police etc.), and finally reunification (where feasible) with the families.

The team visited the centres at Kolkata and Delhi to conduct an in-depth evaluation based on field studies and actual observations. The evaluation tools used included structured and unstructured questionnaire for children, chief functionaries, project staff, street educators,

vocational instructors, etc.

Financial analysis of project for each of the organisation was conducted and reports prepared. Separate evaluation reports were prepared for each organisation. In addition, a comprehensive thematic evaluation report was also prepared for Railway Children of India.

ON GOING PROJECTS

Action-based Research Project: 'Meri Shakti Meri Beti' (My Strength, My Daughter) - Save the Girl Child: Achieving Gender Equality by Addressing Sex Selection

Supported by Ministry of Health and Family Welfare, Government Of India

Female foeticide is being recognized as a peril that can create serious imbalances in the human population. It is not just a question of declining girl population, but a question of infringement of human rights and most importantly the survival of the human race. Each child has the right to be born, and this right is intertwined with the right to life supported by rights to food, shelter, education and gainful employment. However, if the basic right, i.e. the right to be born is denied, all other rights are rendered meaningless. India's low sex ratio at birth shows that the most fundamental human right to life is being withheld from the girl child, as the practice of sex selection has spread almost entirely unabated across India. While low sex ratio remains a phenomenon of most Asian countries, India bears the shame of having the worst sex ratio in the world with a low of 933 females to 1000 males. Even more alarming, is the drop observable across the decades in the child sex ratio of India, which plummeted from 962 in 1981, to 945 in 1991, to 927 in 2001.

The project *Meri Shakti Meri Beti*, is both research and advocacy based and this dual agenda is evident in the different components of the project. Primary data is derived from assessing the attitudes and behaviour of the community towards female foeticide and their awareness of PC & PNDT Act in the form of a social audit, whilst gauging the level of compliance by the medical profession to the same Act in the medical audit. Community Analysis is comprised of



Community in Punjabi Bagh

secondary data which relies on a combination of focus group discussions (FGD), Community Watch Groups (CWG) and Expert Committee Meetings. Finally, a vital part of the project, Impact Assessment of IEC (Information, Education and Communication) Materials as well as for the PC & PNDT Act, involves the collection of relevant materials from existing government agencies, the assessment of effectiveness, and recommendations thereof.

The location of the study areas was selected according to their incidence of Delhi's lowest sex ratios as indicated by the 2001 Census. And so MSMB focuses on the extreme North West West and South West districts of Narela, Punjabi bagh and Najafgarh, respectively.

The three main objectives and projected outcomes of the Meri Shakti Meri Beti project are listed below.

- Situational Analysis on the status of action taken by the existing agencies on the issue of female foeticide and conduct an impact assessment study of existing IEC material.



Identification of the problem and evolution of an action plan and strategy to combat female foeticide and strengthening of advocacy via improvement of IEC materials.

- Implementation of Action Plan in selected study areas for further replication.



The involvement of multiple stakeholders to fight female foeticide in a joint effort through the social and medical audit.

- Development of a road map for long term strategy of eliminating female foeticide



Preparation of findings from the lessons learnt from

interactions in field experiences, and from responses elicited from audits.

Responses from the Community to the cause of our project have been positive overall. Through the FGDs we had initiated a process of conversation and awareness about the magnitude of the problem of Female Foeticide, and the Expert Committee Meetings saw multiple, and sometimes intersecting viewpoints on the interrelated issues of sex selection, son preference and girl-child bias, engendering good discussion and debate from medical, legal and socio-cultural perspectives.

Representing the advocacy side of the project is the community mobilisation that is taking place in each district; culminative of MSMB's hitherto activities, three "Walks Against Female Foeticide" are planned as a display of public condemnation against Sex Selection in particular, and gender discrimination in general.

The public nature of the event is appropriate as a response to the problem of sex selection, since the practice and crime thrives on apathy, privacy and silence.

Women Managers in India: Challenges and Opportunities

Study Supported by: Ministry of Women and Child Development, Government of India

Despite the existing legal provisions, women are often deprived of their basic rights, subjected to sexual harassment, given low-paid marginal jobs, and excluded from the decision making process in both politics and economy. While gender inequality in many areas has been the agenda of social research and activism for decades, gender inequality in organizational leadership is sadly often overlooked. The lack of data reflects the lack of attention paid to the issue of women in leadership roles.

The worldwide statistics shows that in 2000-02 women's overall share of managerial jobs was between 20% and 40% in 48 countries. In India, women constitute 48% of work force population out of which 2-3% are in administrative and managerial positions (Census 2001), clearly indicating this gender discrepancy. A recent study on women's position in

the Indian Management sector by ASSOCHAM's; published book titled 'Women Top in Education: Why miss Top positions?' found that only 3.3% women are elevated to top positions in India.

'The very fact of women being adequately represented in the work-force, but hardly present in the managerial positions got labeled as the glass ceiling, a barrier so subtle that it is transparent, yet so strong that it prevents women and minorities from moving up in the management hierarchy' (Morrison & Von Glinow (1990:p200)

The objectives of the project are to:

- conduct a situational analysis of the managerial positions held by women in the target sectors
- identify the factors that create barriers for career growth

for women and see whether they are gender specific

- recommend strategies to overcome these barriers

This includes the collection and analysis of information based on the correlation, if any, between career choices made by women and growth pattern, as well as of information on corporate HR policies, whether they are conducive or obstructive for women in leadership. In addition, case studies of best practices will be compiled.

To have a comparative analysis, the study will be conducted in four sectors, where women comprise a significant portion of the workforce:

- Hospitality and Tourism
- Finance and Banking

- Media
- Healthcare

The project will be conducted in three regions:

- National Capital Region
- Bangalore
- Kolkata

The study will depend on secondary sources and primary data. The primary data will be collected at three levels; entry level, middle level and top management in Indian as well as in International companies. In addition, questionnaire will be sent to 200 companies in each sector to elicit information about HR/Gender policies and employee database from companies.

GENDER TRAINING INSTITUTE

Another year has passed in the history of the Gender Training Institute (GTI). This was a year of relentless pursuits, consistent efforts, triumphs and, of course, tribulations. The year 2007 was remarkable in more than one way for being a mixed bag of experiences. The year not only marked the completion of ten years of the GTI, but it also resulted in conclusions and new beginnings. Along with the start of new projects and completion of older ones, GTI bid farewell to many old colleagues, and of course welcomed many new ones.

Since its inception, the GTI has been working towards the creation of a gender sensitive and violence-free society. This year, we continued this effort by working relentlessly towards empowering people as decision makers in their own contexts and consequently catalyzing the integration of gender in society. Our experiences have taught us that personal-capacity building through interactive learning is the most effective way to change and correct the gender imbalances which are so deeply entrenched in our society. It is only by working within the current systems and empowering individuals that we can actually move towards decreasing the gender disparities in our society. The highlights of 2007 have included the successful completion of the Poorest Areas Civil Society (PACS) programme and the subsequent release of a user friendly manual on Gender Mainstreaming and Sensitization. Also, GTI joined hands with the United Nations Office on Drugs and Crime, Regional Office South Asia (UNODC, ROSA) to produce a manual for training on the issue of human trafficking focusing on the dire situation of women and children in this international crime. As part of GTI's continuing efforts to combat violence against women, the Crisis Intervention Centres (CICs), have been in operation for over a decade, and are an active force in working towards a violence free society. In 2007, the percentage of cases solved at the CIC-intervention level alone deserves accolades.

2007 Highlights

- Successful completion of PACS Programme through gender sensitization training of 508 participants including 271 chief functionaries and 237 project co-coordinators in states of Uttar Pradesh, Bihar and Jharkhand.

- Effective implementation and completion of PACS Kanpur Dehat project in 20 villages of Sarvankhera block through formation of poor women's collectives, Parivartan Mahila Swavalamban Samitis (PMSS) with 1200 members and 20 Village Monitoring Committees (VMCs) with 200 members.
- Publishing and release of PACS Manual at the National Advocacy Workshop titled 'Gender Matters' through unfolding rich experiences gained through gender sensitization trainings of Civil Society Organizations.
- 241 cases (about 66%) related to violence against women, including domestic violence, were solved at CIC centres.
- The community care centre at GRC Varanasi sanctioned by Uttar Pradesh State AIDS Control Society has been ranked A grade among 122 HIV/AIDS community care centres all over India.
- One of only two Indian NGOs to win the bid for the prestigious women's political empowerment project through the United Nations Democracy Fund. The project is titled, "Enhancing the Role of Women in Strengthening Democracy".
- Commissioned to create the United Nations Office on Drugs and Crime training manual to sensitize Indian police on issues of anti-human trafficking and victim-intervention.

Poorest Area Civil Society (PACS)

In its efforts towards addressing the concerns of Gender inequalities and discrimination in the context of those facing extreme poverty. GTI worked with PACS Program for four years which culminated successfully in 2007. In its endeavour to build capacities at grass root levels, GTI started its two pronged PACS project in October 2003. The project worked directly with the poorest women from the community and also engendered structures and processes of Civil Society Organizations (CSOs) in the states of Uttar Pradesh, Bihar and Jharkhand.

The PACS Programme was supported by the United Kingdom

Department for International Development (DFID). It was conceptualized to help the very large number of poor people living in different regions of the country and focused on 108 of the poorest districts of India.

The primary objective of the programme was to build the capacities of these people and enable them to influence policies and be equipped to demand services and entitlements which could lead to the improvement of their lives. The programme sought to achieve these goals through supporting a network of civil society organizations (CSOs) projects aimed at increasing the capacity of the poorest of the poor. These CSOs worked towards empowerment of the individual in many different facets of life; these included political, economic and social empowerment. The key strategy was to allow these people to demand their rights and make use of the services available to them to improve their lives. Access to entitlements through advocacy, creation of sustainable livelihoods and social inclusion regardless of sex, age or caste were all main areas of focus for the PACS programme.

THE GENDER TRAINING INSTITUTE AND PACS

GTI engaged in two aspects of this project. Firstly, we focused on the empowerment of the poorest of the poor women in 20 villages in Kanpur Dehat in Uttar Pradesh. Secondly, we engaged in Gender Sensitization trainings with over 250 CSOs in the states of Uttar Pradesh, Bihar and Jharkhand.

1. PACS Kanpur-Dehat Project

PACS Kanpur Dehat project was one of GTI's endeavors which aimed at the demand-side of poverty issues: making poor people, especially women, more aware of their human, political, social and economic rights. Through this awareness, the expectation was that they could build their capabilities to exercise these rights for the betterment of their lives. Instead of taking women as beneficiaries and providing service delivery mechanisms, they were empowered to demand their rightful due. The project involved working with various stakeholders like PRIs, government functionaries, CSOs and others.

The Kanpur-Dehat project was located in the Sarvankhera block specifically in the Rania and Jonpur industrial areas,

which employ a majority of the people here. This region was an ideal project implementation site as men and women conveniently fit into prototypical gender roles. While the men worked at the industrial units all day, the women stayed at home to carry out their family responsibilities. This was the nodal region to show how gender empowerment can affect the lives of people by involving them in the decision-making process.

The project aimed at direct coverage of 3,000 participants, 150 from each village, with one member from each family. It focused on:

- Developing a social empowerment strategy through capacity-building, networking and advocacy.
- Developing a gender equality/social equity strategy and action plan to ensure that gender issues are mainstreamed and integrated in programs of other PACS partners through gender training workshops.
- Sharing project experiences with development planners, functionaries and policymakers for information dissemination and advocacy.

In addition it also aimed at:

- Ensuring the proper functioning of health services, especially reproductive health and childcare.
- Developing community monitoring mechanisms to ensure the literacy programme functions properly.
- Ensuring qualitative participation of women in decision-making bodies.

Project Implementation Strategy

Kanpur Dehat was used as the base model in order to develop a training manual based on the experiences of community members in this region. The formation of women's collectives and CBOs of poor people at the village level was to help in identification of gender issues affecting women's participation in developmental activities. The identification of gender needs at PACS partner level was in order to share experiences and learning with other lead partners as well as to incorporate learning from lead partners. The manual ultimately helped develop the capacity of PACS partners in the integration of gender in their development projects. The base model had the following components:

- Formation of Parivartan Teams
- Formation of poor women collectives (PMSS)
- Formation of village monitoring teams (VMCs)
- Capacity building of project staff, PMSS, VMC through trainings, awareness generation workshops and exposure visits.

'Together we can and we will make the difference'

In June 2006 the Primary health center, Sarwankhera, conducted a training programme under the banner called ASHA for their nurses. During a 6 day programme around 25 participants took part in this training session. They were asked to sign in the attendance register, which according to the staff members was a written formality on the basis of which they were to be reimbursed Rs.100 per day, after the successful completion of the training.

After completion of their training these participants visited the hospital frequently for about two months in search of their reimbursement. The staff members there reiterated that the budget was still under review and as soon as the funds reached them, the participants would be reimbursed. The CSR team along with Block Coordinator Mrs. Prabha Singh met the District Magistrate (DM) of the Duan and Ninaya villages and presented a written complaint about the matter. The DM gave directives to the Chief Medical Officer (CMO), who personally enquired into the matter and found that the cash subject to reimbursement had already been given along with the signatures of the participants, and the money was released the day the doctor submitted the attendance sheet to the CMO. This shocked the participants who told the CMO that they had signed on a register of attendance. The CMO's office had no idea about the cash payment.

On 17/10/06, these participants collected for a meeting to workout the subsequent action plan, which was also attended by the Health Officer of the area who helped them in getting their reimbursement distributed on 28/10/06. These 25 ASHA participants were reimbursed with Rs. 600 each, jointly getting Rs 15,000.

After getting their rightful dues, these workers returned to their respective hospitals on duty. However, their positions in the hospitals changed: they were now bullied by a certain Dr. Fatmi, who threatened to fire them and recruit new ASHA participants. This enraged the ASHA workers and they later sent one more complaint to Chief Medical Officer who transferred Dr. Fatmi from the hospital and attached her to the CMO office itself.

The ASHA workers thanked the organization for giving them such valuable information and the spirit to fight for their own rights.

PROJECT OUTPUT AND IMPACT

The most encouraging impact of the Kanpur Dehat project is that it created interest and awareness among the participants despite being a non-income generation programme. Gender Mainstreaming at the individual, project, family and community level was the prime objective behind the initiatives taken at the Sarwankhera level. Regular meetings and interface programmes of the PMSS members, organized with the block and Panchayat level functionaries provided opportunities of direct interaction. During the exposure visits and interface programs, participants raised their concerns and demanded appropriate action from the block and Panchayat functionaries. This helped in establishing accountability among the functionaries. Gradually, the PMSS members started submitting written applications to avoid official apathetic attitude towards their concerns and therefore had a far reaching impact in the project area.

The project also engendered practices visible at the individual, family and community levels. It was encouraging that women started approaching village level health centers and schools to avail health and education facilities for themselves and their children. Data reflects a clear sign of improvement on these issues with a significant increase in the enrollment numbers of girls going to school.

- 20 PMSS have been formed with 933 women and 267 men as members. Out of the total membership, 66.6% scheduled castes were member of PMSS.
- 20 Village Monitoring Committees were formed with 120



District Advocacy Workshop, Kanpur Dehat

women and 80 men as members.

- 150 exposure visits on an individual level where 500 women and 200 men participated. These exposure visits helped in male and female interface with the people who control and affect development process.
- At the level of the organizations, 20 exposure visits took place where 140 women and 60 men participated.

As the project envisaged building capabilities of poor people, especially women to exercise their rights for the betterment of their lives, many women and men benefited under various government schemes.

- Rs 10,000 were provided to twenty pregnant women as Maternity Benefits.
- The housing scheme Indira Awas Yojna benefited 40 women worth Rs.1125000 under the initiatives taken by the project.
- 200 toilets have been constructed in project villages with an estimate of Rs. 3,00000.
- About 700 meters of Khadanja has been constructed in four villages.
- Ration cards were provided to 400 men.
- Among girls, Kanya Vidya Dhan was given to ten girls wherein a sum of Rs. 20,000 was provided for their education.
- Scholarships up to Rs.15,000 were also given to fifty students during the implementation of the project.

These initiatives and a special focus on a gendered approach towards development lead to many positive

outcomes. One of the main outcomes was the increase in the enrollment of children going to school. Now, there are 3000 children in schools in twenty villages out of which 372 girls and 397 boys reported regular attendance up to class eighth.

2. Capacity Building of Poorest Area Civil Society (PACS) Partners on Mainstreaming Gender

The learning from Kanpur Dehat were woven into the Gender Sensitization training sessions and shared with the rest of the participants. The interactive learning sessions followed a training needs assessment and were well tailored to the needs of the participating CSOs. GTI joined PACS in October, 2003 with the objective to build the capacity of CSOs to mainstream gender both at the organizational as well at the project levels for egalitarian and sustainable development of our society. As a part of this initiative, GTI organized Gender sensitization and mainstreaming training workshops in the states of Uttar Pradesh, Bihar and Jharkhand. The three trainings engaged 271 chief functionaries and 237 project co-coordinators making it a total of 508 participants in all (440 males and 68 females). The involvement of both senior level and middle level functionaries allowed for the assurance that gender issues were being taken into consideration not only at the policy levels and that grassroot level interaction would also be benefited.

The gender trainings were seen as a two way learning process based on the belief that experience sharing can bring about change in our mindsets, attitudes, behavior and subsequently our actions. They were designed as an important tool to achieve change at three levels: the individual, the project and the organization. Therefore, the interactive sessions focused both on sensitization and skill building. The methodology



PACS CSO Training: Pawapuri

adopted during the training was of participatory learning. A wide range of issues like gender roles and responsibilities, stereotypes, socialization, patriarchy, power, violence against women; gender integration in program/project planning, monitoring, evaluation, follow-up; promoting gender friendly work place; issues of engendered governance and gender policy were discussed and many divergent experiences shared.

PACS Outcomes

To fulfill the objectives of the project on addressing the issue of Gender Equality and promotion of women rights GTI-CSR organized an Advocacy workshop titled 'Gender Matters' on 27th September 2007. The workshop marked the culmination



Release of manual, PACS

of the PACS project implemented by the CSR with specific objectives and activities to reach out to the 'poorest' among the 'poorest of the poor' i.e. woman in India.

The experiences and learning from the PACS programming enabled GTI to create a guidebook for the facilitators working on gender and related issues in the development sector. The manual, titled, '*Engendering Change: Restructuring Gender Relations-A Facilitator's Guide*' was released at the National Advocacy Workshop. The manual engaged a participatory approach and is adaptable to diverse local needs. It gives general guidance, methodology and tools which can be adapted or modified based on the diverse experiences, needs and levels of knowledge of those who use it. Its user-friendly interface allows customization depending on the specific issues and gives suggestions for the consequent necessary interventions.

In the final quarter of PACS, a Closing Event in the form of a district advocacy workshop was organized on 25th October 2007. The PACS National Convention was held at The India Habitat Centre from 4th-6th December. The convention was attended by Dr. Ranjana Kumari, Ms. Anju Dubey Pandey and Mr. Manish Singh from CSR. The training manuals were distributed to the participants who represented the poorest of the poor people of India.

United Nations Office on Drug and Crime (UNODC)

In India, human trafficking has become a highly lucrative and exploitative business. Perceptions of low risk of arrest, prosecution and conviction, and the large pool of potential victims rendered vulnerable by extreme poverty and ignorance proliferates this business throughout the nation and especially along its borders. In recent years, India has emerged as a major transit point and a source and destination point for human trafficking. In light of this severe growing social problem, GTI was given support by the United Nations Office on Drugs and Crime (UNODC) to prepare a manual for training the police on the issue of Anti-Human Trafficking and to strengthen the police response by creating awareness and building sensitivity on the issue. This manual was successfully completed at the start of 2008 and will be released in March, 2008. The manual targets police trainers who will in turn facilitate training sessions on Anti-Human Trafficking for police officers at two levels: investigating and managerial police personnel.

CRISIS INTERVENTION CENTRES (CIC) DELHI

GTI has successfully traversed two years and has already geared up for the third coming and concluding year of the



CIC: Community Leaders Training

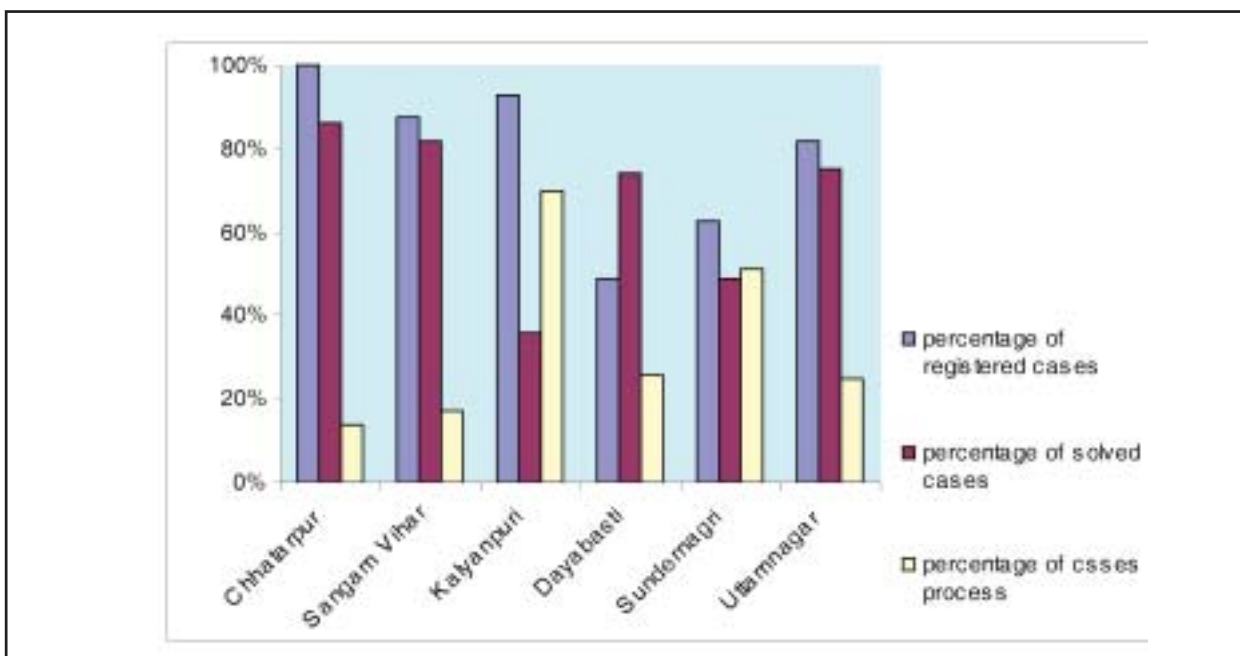
project titled “Promotion of Women’s Rights through Networking, Advocacy and Capacity Building” in collaboration with Inter Church Cooperation Organization (ICCO). The Crisis Intervention Centres (CIC) in Delhi have been relentlessly working in realizing the objective by providing counseling and legal aid to women victims of domestic violence and/or by rehabilitating them. Another pragmatic approach to eliminate violence against women is by empowering and educating them on issues and topics that lead to building an informed woman citizen who is aware of her rights. This in turn is realized by a plethora of activities like training potential community women leaders; organizing Awareness Generation Programmes on such topics as health, Domestic Violence, Women rights; involvement of civil service organizations; women’s collectives named ‘Parivartan Mahila Swavalambhan Samiti’ (PMSS) . The CICs have certainly made waves in their communities and the CSR-GTI team has been incredibly committed to alleviating the trauma of women in distress situations. During 2007, over 220 cases were solved, 95 PMSS meetings were held, 45 Awareness Generation Programmes were implemented and the capacity of 6 community leaders was developed. It is a source of great pride for the GTI that most of the cases of violence against women, in particular Domestic Violence have been solved at the CIC level alone without legal intervention.

The diagram below gives an overview of the percentage of ‘solved cases’ at each of the enumerated CICs.

ICCO- GRC: Varanasi

Gender Resource Centre (GRC) is a further initiative in the goals towards women’s empowerment supported by ICCO. This program, which started in 1996 involved 12 villages of Chiraigaon Block of Varanasi District grew in size and stature to involve 30 villages of Chiraigaon block; mainly development projects with a thrust for socio-economic upliftment of rural women. This is a holistic program touching all spheres of women’s life from birth to old age. GRC is phasing out its programming at the Varanasi Centre with the aim to make the Varanasi Centre and regional office a training/resource centre for the Hindi speaking belt of central and eastern India.

The GRC team was involved in many activities such as meeting of Loksajhedars, training on Panchayati Raj Institutions, Training of Trainers on health issues of child care and survival; they are also involved in a program organized with the family and Welfare Ministry of Uttar Pradesh and funded and supported by UNICEF. GRC is involved in formulating a network of NGOs working at the grass roots and producing a diary of *Sajhedars* (network partners). The *Sajhedari* involves grass root NGOs of 28 districts of Purvanchal and Uttar Pradesh under a common agenda of helping each other in development of populace in the area.



Other areas of GRC collaboration include:

UPSACS (Uttar Pradesh State Aids Control Society)

Uttar Pradesh State AIDS Control Society (UPSACS) has sanctioned a Community Care Centre for GRC, Varanasi. The centre named 'Lok Umang Community Care Centre' (CCC) is catering to 10 units at a time. Its main focus is to look after the well being of HIV/AIDS patients by providing care, counseling and training. Lok Umang CCC has been very successful in its work of providing services to people with HIV/AIDS. The Community Care Centre has been ranked 'A' grade among 122 Community Care Centres all over India.

UPHSDP (Uttar Pradesh Health System Development Project)

Under the UPHSD Project, GRC has started a clinic at Gobraha of Dhab area, a very remote area of Chiraigaon Block. The purpose of this clinic is to contain the Infant Mortality Rate (IMR) and to reduce the Maternal Mortality Rate (MMR) at the time of child birth. GRC is involved in conducting many trainings and awareness programs on child health and nutrition, importance of immunization, and Reproductive and Child Health (RCH) issues. The project has been successful in its objective and has got a further extension for 6 months.

United Nations Development Program

As part of GTI's goal of gender integration and restructuring Gender relations, the UNDP personnel received Gender Sensitizing training. The training was imparted to both



UNDP Training :Manesar

the operational and programme level personnel and focused mainly on building capacities at an individual level. The training built clarity among participants on gender related concepts and issues at the individual, programme/departmental and organizational level to facilitate mainstreaming of gender in the upcoming programmes of UNDP. The training included interactive programs like role play; group discussions; individual and group exercises; and indoor and outdoor activities, to name a few.

The GTI organized trainings in different locations across the country to interact with the personnel from different thematic areas like Disaster Risk Management, HIV AIDS, Governance and Livelihood.

Other Initiatives

Apart from its focus on project based activities, we at the GTI also engaged in one-off trainings with varied organizations. Thus, the year 2007 saw us regularly conduct trainings for National Academy of Customs Excise and Narcotics (NACEN)



LIC Group at PACS Advocacy Workshop

as part of their induction courses for grade 'B' and 'C' level employees and refresher courses for all levels. GTI also conducted trainings for Parivar Sewa Sansthan (PSS), an NGO which is involved in educating women on family planning and reproductive health.

Another learning experience for us was the interaction with the students of the Lady Irwin College (LIC). The aim of this session was to sensitize the students on gender issues to prepare them to work effectively in the community.

NEW HORIZONS

UNDEF

GTI is presently working on the prestigious project titled 'Enhancing the Role of Women in Strengthening Democracy', funded by the United Nations Democracy Fund (UNDEF). This project aims at capacity building of marginalized women to participate in state and national electoral politics to catalyze democracy and minimize gender deficit. The critical need is to enhance the capacity of women in India to participate in politics so that effective development can take place. We need to reduce and remove preventative barriers and introduce affirmative steps that can enhance the participation of women in state and national parliaments. The aim of this project is to build the capacity of marginalized women to participate in state and national electoral politics to catalyze democracy and minimize gender deficit. Under this project, the core strategy of "Train, Contest, Win!" shall be implemented at three levels:

- **Capacity Building:** Women's leadership capacity will be developed to reduce the gender deficit by imparting trainings to create a pipeline of 1000 women leaders who shall be motivated to contest elections for state legislatures and national parliaments.
- **Advocacy and Lobbying:** Active participation in parliamentary activities and urging political parties to act on behalf of passage of the 33% Women's Reservation Bill.
- **Knowledge Building and Sharing:** Learning from the project will be documented and shared with South Asian partners in order to build a stronger foundation for democracy in South Asia.

Currently GTI is in the stage of researching for a manual on the issue of women in governance and defining the role of women in Indian political system. We look forward to launching the project in 2008.

Inter Church Organization for Development Cooperation (ICCO) -Domestic Violence

Violence against women by their male partners is common, wide-spread and far-reaching in its impact. The reported cases of domestic violence in India represent only tip of the iceberg which means that the vast majority are socially and institutionally invisible. With the bill on Domestic Violence having become an Act (Protection of Women from Domestic Violence Act, 2005), the Act proves to be a culmination of efforts of women's and civil society organizations' in providing safe environment at home. GTI is partners in action with ICCO to build awareness on the Domestic Violence Act 2005 and make it accessible to the women in distress through the capacity building of Service Providers, and Advocacy and Lobbying for effective implementation of the Act.

Creating Gender Friendly Atmosphere in the Police Station

GTI extending solidarity with Delhi Police and a joint initiative by Crime Against Women Cell, Nanakpura, has started a training programme with South West District Police within the 13 police stations. This Training Programme is aimed to build the skills of Police personnel and sensitizing them towards the vulnerabilities faced by women, especially in the context of violence. This collaborative effort has as its objective two-fold agenda whereas on the one hand it focuses on building skills and sensitivities at the 'individual level', on the other it aims to bring in elements of gender sensitivity in the organizational behavior.

The GTI certainly did experience an action-packed year and would like to thank all of its supporters and stakeholders for their confidence and belief in the organization. We, as a team, have had incredible experiences throughout the year which have allowed us to laugh, cry and grow but our greatest learning has come from our work with the individuals. We are consistently in awe of how much of an impact individual empowerment can really make we look forward to working towards making even more waves towards bringing our nation and community to a more gender-just situation

DEVELOPMENT DIVISION

Consultation on Missing Children, 24th Jan 2007

The gruesome incidence of Nithari village made us realize how vulnerable our children are! To highlight this issue, Centre for Social Research in collaboration with Institute of Social Sciences organized a consultation on “Missing Children in India” on 24th January 2007. The main objective was to chalk out a strategy to prevent and develop recovery methods of these millions of children.

The consultation was opened by our esteemed director, **Dr. Ranjana Kumari**. She reminded the audience of the collective responsibility of members of civil society organizations to build networks that can minimize the number of children missing and maximize the number of children brought home to their families. **Mr. Sankar Sen, Co-host and Senior fellow at the Institute of Social Sciences** spoke about his research and interaction with the *National Council for Exploited Children* in the U.S.A. He emphasized how there needs to be a collaboration between civil society and police, and contrived efforts to register cases, file FIRs and sensitize police are necessary in battling this issue. **Ms. Razia Ismail Abbasi, Convenor, India Alliance for Child Rights** then highlighted how incidences such as the one at Nithari can be an eye-opening milestones showing us the way forward. She pronounced the system as faulty for the poor position of missing children and further shared some recommendations to place the onus on our governmental systems to take action.

Following these addresses the consultation held a session titled, “**Reasons, Redressal and Remedies**” with four speakers representing government, international organizations, civil society organizations and law agencies. **Ms. Nandita Mishra, Deputy Secretary, Ministry of Women and Child Development** spoke about what defines a missing child and what the redressal mechanisms in our country are. It was very interesting to see the number national and international policies and plans in place for the protection of missing children. It was insightful for her to highlight why the issue of missing children is still so rampant;



a lack of implementation, a low priority of child protection in the eyes of the state and a lack of systematic mapping of children in need of protection were among these reasons.

Ms. Anju Gupta, IPS provided the consultation group with a fascinating discussion upon the systemic distortions by police on issues pertaining to missing children. Often complaints are wrongly interpreted and therefore little action takes place. She stressed that it is necessary for complaints to become cognizable and a mechanism to distinguish categories need to be created in order to address this issue. **Professor Kiran Walia, Chairperson, Delhi Commission for Women** took a different approach to the consultation. Rather than discussing systemic issues pertaining to missing children she explained the causes of missing children, highlighting the issue of relocation of slums and a subsequent loss of livelihood options. Again, she reverted back to the government and how the Master Plan for Delhi must be passed in order to bring down the crime rate and have adequate rehabilitation and resettlement plans.

A legal perspective to the consultation was included by **Ms. Tenzing and Ms. Arti of the Lawyer's Collective**. They informed the audience that every year 44, 476 children go missing and the National Crime Records Bureau report 2005 states that only 3518 cases of kidnapping and abduction were reported. They proceeded to speak about the Criminal Justice System, Juvenile Justice (Care and Protection of Children) Act, 2000 and The Goa Children's Act. The overview of these acts was incredibly informative, as without understanding the

systems in place, it is difficult to discuss and engage in a discourse for improvement.

Finally, **Ms. Jyotsna Chatterjee, Director-Joint Women's Programme**, shared her field experiences from Nithari. This was an insightful contribution to the consultation as it provided real-life examples to the issue being discussed. She tied in how the issue of missing children is not uni-dimensional and it is necessary to engage in a discourse on land alienation, displacement and migration of women and children specifically.

Our consultation concluded with **Dr. Shobha Vigender from Sampoorna** who shared a pivotal suggestion for future directives. She informed the group that as per the amended JJ Act of 2006 it is mandatory to have Child Welfare Committees at every district, and this should be implemented, as presently there are only four set up across the country.

The stimulating discussion at the consultation ended with some specific recommendations.

- Need to establish Zero FIR system as it exists in some states.
- Cases need to be registered.
- Police Reforms need to be implemented as per Supreme Court Directives.
- Child Welfare Committees must be present in every district as provided under the JJ Act of 2006.

Reproductive and Child Health Awareness Generation Program for Adolescent Girls and Women

India's progress on the health front is a cause for great concern according to following indicators

- India has one of the highest levels of maternal mortality in the world. Maternal deaths in India account for almost 25% of the world's childbirth-related deaths.
- Almost half of all our children under the age of five are malnourished and 34% of newborns are underweight.
- Roughly half the children in the country do not receive complete immunization.
- The majority of births (58.0%) in India are still unattended by trained persons.

The proposed project envisaged at reduction in Maternal Motility Rate and Infant Mortality Rate in accordance with the

Millennium Development Goals (MDGs) and the Tenth Five Year Plan by providing knowledge and information to the adolescent girls (12 to 18 years) and women (in the age group of 19 to 30 years) about the reproductive child health issue. This is the age group, which requires utmost attention. It is observed that in the absence of knowledge and awareness, the impact of RCH programs has not yet yielded desired results.

The project was implemented in four villages (Mokalpur, Amba, Mustafabad and Chhitauni) of Chiraigaon Block of Varanasi district of Uttar Pradesh. The initiative was supported by Department of Science and Technology, Government of India. The programs started with orientation training for the Team members and a baseline survey of the four villages. Parivartan Mahila Swavalamban Samiti was formed in each of the villages where both women and adolescent girls were members and had discussion on health issues particularly Reproductive and Child health. The first batch comprising of 30 women and 30 adolescent girls from these four villages took extensive trainings on Reproductive and Child Health. The Training Manual used had twelve modules ranging from knowing one self to facilitating themselves to explore their future dreams, role model, setting work plan for achieving the goals in life. The modules also focused on gender roles and relations, gender based violence and how gap between generations can be bridged. Further, it focused on the significance of community, how women can represent themselves in different roles within their community, helping them to choose their work according to their interest. The Modules equipped the participants on the vital issues like Marriage, paternity and parenting. The Eighth Module dealing with adolescence and reproduction lucidly made them understand the significance of certain vital issues related to female health such as menstruation, hygienic practices, reproduction process, contraception, spacing between children, pre and post natal care. Last but not the least the training also highlighted the impacts of violence on women and girls. The trainings concluded by appreciating the need of collective protection and conservation of nature and environment for healthy living and well-being for all.

The Training on RCH for second batch with 30 women and 30 girls will soon commence in early 2008.

EVENTS AND INTERACTIONS

Consultation on Missing Children 24 January 2007

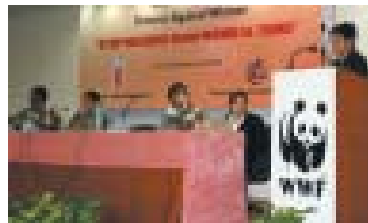
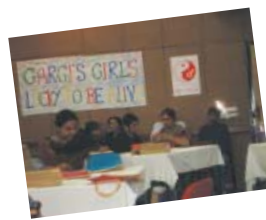
On January 24th 2007, a consultation on “Missing children in India” was organised to chalk out a strategy for prevention, rescue and recovery procedures for thousands of children that go missing year after year. The consultation was co-sponsored by Institute of Social Sciences (ISS). The consultation came up with recommendations ranging from the need to establish a zero FIR system to bringing about police reforms as per Supreme Court directives. A need was also raised to set up a Child Welfare Committee at every district as provided under JJ Act of 2006.



National Seminar on Violence against Women “Stop Violence from Womb to Tomb”, 21-22 February 2007



The National Commission for Women (NCW) and Centre for Social Research (CSR) jointly organized a National Seminar on Violence against Women at the WWF Auditorium, New Delhi. Mrs. Renuka Choudhry, Hon'able Minister, Ministry of Women and Child Development, was the chief guest. She released the CSR's Annual Report 2006 titled 'Save Girls: Save Humanity'



**Project launch event: “ Meri Shakti Meri Beti”
(My strength, My daughter)- Save the Girl
Child: Achieving Gender Equality by
Addressing Sex Selection, 21st August 2007**

Centre for Social Research (CSR) and Ministry of Health and Family Welfare (MoHFW) jointly organized a launch Event of the research project titled “*Meri Shakti Meri Beti*” at the WWF Auditorium in New Delhi. The event speakers included Mr. Pravir Krishn, Joint Secretary, MoHFW; Dr. Ramesh Datta, President, Delhi Medical Association; Ms. Ena Singh, Assistant Representative, UNFPA; Ms. Meenakshi Lekhi, Lawyer; and Dr. Ranjana Kumari, Director, CSR.



**National Advocacy Workshop “Gender Matters,
Addressing Extreme Poverty”, 27th September 2007**

The workshop addressed the issue of Gender Equality and promotion of women rights in the context of those facing extreme poverty. The occasion was also embarked with the release of a user-friendly guidebook for facilitators working on gender sensitization and mainstreaming in the development sector by Ms. Girija Vyas, Chairperson, National Commission for Women.



DIRECTOR'S PARTICIPATION

International

1. **September 18-20-** South Asian Regional Conference in Nepal entitled *"Invisible Faces of Violence on Women in Politics: Breaking the Silence"*. The conference brought together eminent women leaders of South Asia to share their experiences of dealing with the issues of violence in politics.
2. **November 15-17-** The *"International Women Leaders Global Security Summit"* organized in New York City. The conference was a joint effort of 'The Annenberg Foundation Trust' and the 'White House Project'. The summit aimed at enhancing the effectiveness of women's leadership on global security and provided women leaders a forum to discuss, evaluate, and endorse meaningful strategies for it.

National

1. Special session with **Young Parliamentarian & Young Entrepreneurs** on **"Rising India: The Challenge of Growth, Governance and Equal Opportunity"** at the 79th Annual General Meeting of FICCI, January 07, 2007
2. Inauguration of **Women Work & Poverty, Policy Conference on Home Based Workers of South Asia.**, organized by SEWA and UNIFEM, January 18, 2007
3. PRIA's Silver Jubilee Celebrations on the theme **"Citizen Participation and Democratic Governance"**, February 05, 2007
4. Discussion on **"The Protection of Refugee and Displaced Women and Girls in the 21st Century"** at Women in Foreign Policy Event, organized by US Embassy, February 07, 2007
5. Round table discussion on **"Gender Democracy in India: Developing A Collaborative Approach Towards Addressing Gender Issues in Governance"** organized by Henierich Ball Foundation, March 01, 2007
6. **"Budget 2007-08: As If People Matter"**, organized by Centre for Budget and Governance Accountability,

March 01, 2007

7. Presentation on **"Addressing the Gender Dimension in Development Projects: The European Commission Experience in India"** organized by Delegation of the European Commission, March 19, 2007
8. Resource Person on **Gender Budgeting with the Members of the Madhya Pradesh Legislative Assembly**, interaction organized by the MP Legislators' Forum, March 29, 2007
9. Convention to address the plight of Bhutanese refugees languishing in 7 camps in Nepal, organized by Bhutan Solidarity March 31, 2007
10. Speaker on **"Defending Women's Rights: Key issues, obstacles and how to tackle them"** at 2 day Human Rights Education workshop, organized by Gandhi Peace Foundation, April 3-4 2007
11. Chaired the plenary session on **"Gender Based Violence and HIV AIDS"**, organized by ISS, April 24, 2007
12. National launch of report **"Equality at Work: Tackling the Challenges"** by ILO May 10, 2007
13. Interactive Seminar on **Role of Media in Women Empowerment** organized by Draupadi Trust, August 30, 2007
14. Meeting of the **Central Advisory Committee on Combating Child Prostitution**, Ministry of Women and Child Development, September 21, 2007
15. Planery Session on **"New Paradigms for Promoting Public Health: Addressing Gender Concern"** during International Platinum Jubilee Conference organized by Lady Irwin College, October 04, 2007
16. Panelist to a discussion on **"Ending Violence against Women"**, organized by American Center, November 27, 2007
17. Roundtable Discussion on **"Issues, Challenges and Responses to Violence Against Women"** organized by USAID, November 29, 2007
18. **Central Advisory Committee on Combating Child Prostitution**, Ministry of Women and Child Development, December 13, 2007

CSR TEAM'S PARTICIPATION

Trainings Delivered

1. Mr. Manish Singh conducted two days training workshop for National Academy of Customs Excise and Narcotics (NACEN) on "Gender sensitization" and "Mainstreaming" on September 6-7-in Delhi.
2. Mr. Sudhir K. Rai and Mr. Manish Singh conducted a two days training for Parivaar Sewa Sansthan (PSS) on the issue of Gender Sensitization on October 10-11
3. Mr. Manish Singh conducted two days training workshop for National Academy of Customs Excise and Narcotics (NACEN); Regional Training Institute at Kanpur on December 3-4

Workshops/Discussion/Seminars

1. Ms. Anju Dubey, Ms. Bharti Birla and Dr. Milly Chatterjee attended the Donors and Doers: Best Practices Meet on January 08, 2007

2. Ms. Bharti Birla, Ms. Kate Futcher, Ms. Rindhu attended a meeting with Ms. Rajini Patil, Chairperson (Centre Social Welfare Board) and LG Group on Corporate Social Responsibility on January 11, 2007
3. Mr. Manish Singh and Ms. Anita Shukla attended a joint training program by Bahai and National Institute of Public Cooperation and Child Development (NIPCCD) on family consultation on December 10-12, 2007
4. Ms. Shrijna Dixon, Ms. Swati Bist, Ms Annike Andre Barrett and Ms. Frederike Schmitt attended seminars on 'Domestic Violence' and 'Female Foeticide' organized by the Delhi Legal Services Authority at the Vigyan Bhawan on December 15-16
5. Ms. Anju Dubey Pandey, Ms. Shalini Mittal and Dr. Manasi Mishra attended an interactive discussion organized by the National Commission for Women at the Parliament annexe on 33% reservation for women on December 19, 2007

CSR IN MEDIA

- Flexibility on Women's quota, Hindustan Times, 19 December
- Call to ensure women's right to live, The Tribune, 10 December
- Home truth: the ugly NRI, Times of India, 09 December
- Women group lobbies MPs for quota bill, The Asian Age, 25 November
- Women pivotal in combating violence, The Pioneer, 20 November
- Women can play major role, Asian Age, 18 November
- Women involvement must for global security, The Statesman, 16 November
- Women remain unsafe at home, Hindustan Times, 24 October
- 4 years of torture, no complaint, Times of India, 22 October
- Quota for women hailed, The Hindu, 25 September
- Women's groups hail BJP for 33% quota in organization, The Pioneer, 25 September
- Our noise, her voice, The Hindu, 01 September
- Rise in female foeticide may spark crisis: UN, DNA Mumbai, 01 September
- Need to sensitize civil society organization, The Hindu
- Campaign to combat female foeticide, The Statesman, 22 August
- Drive to combat female foeticide, Times of India, 22 August
- Missing girls, Mid Day, 22 August
- Meri Shakti, Meri Beti: checking sex ration fall, Asian Age, 21 August
- Tribal women face less domestic violence, Asian Tribune, 21 August
- Tribal working women face less domestic violence, Guwahat, 21 August
- Tribal working women faceless domestic violence: Survey, Daily Excelsior, 21 August
- Drive to balance sex ration begins, Hindustan Times, 21 August
- Superseding of Bedi smacks of gender bias, Times of India, 27 July
- Urban reality: Women faces the brunt, The Pioneer, 25 July
- Will Pratibha deliver, women wonder, Hindustan Times, 23 July
- Government to monitor pregnancies, abortions, Hindustan Times, 12 July
- Pass women bill in the same spirit, The Hindu, 16 June
- Women groups push for 33 pc quota in house, Indian Express, 11 June
- NGO's for power to women, The Tribune, 19 May
- Women seek friendly work environment, The Statesman, 16 May
- Trafficking law to target social, tribal custom, Hindustan Times, 10 May
- Changes suggested in Women Protection Bill, National Herald, 04 may
- Women groups seek changes in sexual harassment bill, The Pioneer, 03 May
- Harassment bill needs more teeth: Women groups, Hindustan Times, 02 May
- More women approach panel against domestic violence, The Hindu, 26 February
- Police ignore domestic violence, Hindustan Times, 24 February
- Female Foeticide rising, The Hindu, 22 February
- Treat women as equal, says Renuka, The Pioneer, 22 February
- Girls no better off today than before, Hindustan Times, 13 February
- Lack of authentic data hinders networking, The Asian Age, 28 January
- Meeting focuses on missing children, The Hindu, 28 January
- Nithari symptomatic of a larger malaise, Deccan Herald, 25 January
- Missing children figures in Delhi rising every year, Indian Express, 25 January
- Crime against children still unabated, The Statesman, 25 January
- 44,476 children go missing every year, The Tribune, 25 January
- No authentic data on missing children, The Asian Age, 25 January

MEDIA CLIPS

'समस्या मानसिकता को है, लड़कों में घैरे कहां'



"Pass women's Bill in the same spirit"
Karnataka's progress on women's reservation bill is a positive sign for President

Third Front meeting on June 18, 19

आतंकवाद, पर्यावरण अपमूल्यन के खतरों से निपटने में महिलाओं की ज़रूरत भूमिका

परियोजना 'मेरी शक्ति, मेरी बेटी' शुरू

push for 33 pc quota in House

गर्भवती के पूंजीकरण से असहमत हैं महिला संगठन

Harassment Bill needs more teeth: women's groups

Women remain unsafe at home

Superseding of Bedi smacks of gender bias

One year of domestic violence

CSR to train 1000 women leaders

TRIBUNE NEWS SERVICE

New Delhi, January 10

As part of the project titled "Enhancing the Role of Women in Strengthening Democracy", the Center for Social Research (CSR) will build capacities of women to participate in the elections.

As many as 1000 marginalised women would be trained to represent their areas at the state and national levels. "Women have proved time and again that whenever the need arises they are able to stand tall and be as good leaders as men," said Ranjana Kumari, director of CSR. "However, women in this country are subjected to widespread discrimination and therefore they need to develop their skills and understand political dynamics."

The project has been taken up by CSR under the United Nations Democracy Fund (UNDEF). The strategy of

Women remain unsafe at home

One year of domestic violence

Superseding of Bedi smacks of gender bias

Harassment Bill needs more teeth: women's groups

Women remain unsafe at home

One year of domestic violence

Superseding of Bedi smacks of gender bias

Harassment Bill needs more teeth: women's groups

Rise in female foeticide may spark crisis: UN

UNICEF

Female foeticide is on the rise in India, and this trend could spark a crisis, a UN report says. The report says that the number of female foeticides in India has increased by 10 per cent in the last five years. The report also says that the number of female foeticides in India is now the highest in the world. The report says that the number of female foeticides in India is now the highest in the world. The report says that the number of female foeticides in India is now the highest in the world.

NGO aims to bring women to political mainstream

Herna Bernal

Three levels

At the first level, women's leadership capacity will be built by training 1000 prospective women leaders and by preparing and mentoring them to contest elections to state legislatures and the Parliament. At the second level, it will work with political parties to increase seats for women as also for the passage of 33 per cent reservation as provided by the Women's Reservation Bill, after its network partners. At third level, the findings of the project shall be shared with south Asian partners to build a stronger foundation for democracy in south Asia.

"Women have proved time and again that whenever the need arises, they are able to stand tall and be as good leaders as men. However, women in this country are subjected to widespread discrimination and therefore they need to develop their skills and understand the dynamics of the political process," said director, CSR, Dr Ranjana Kumari.

Participants shall be selected from all over India, with representation of regional representation. Special emphasis shall be given to women in marginalized regions.

The emphasis will be given to those who have had previous work experience in the public sector and to those who are interested in contesting elections. The project will also focus on building the leadership capacity of women in the public sector and to those who are interested in contesting elections. The project will also focus on building the leadership capacity of women in the public sector and to those who are interested in contesting elections.

Country	Female foeticide (per 1000 live births)
India	100
China	80
USA	5
UK	2
France	1
Germany	1
Italy	1
Spain	1
Japan	1
South Korea	1
Sweden	1
Norway	1
Denmark	1
Netherlands	1
Belgium	1
Austria	1
Switzerland	1
Luxembourg	1
Portugal	1
Greece	1
Ireland	1
Poland	1
Czech Republic	1
Slovakia	1
Slovenia	1
Croatia	1
Serbia	1
Bulgaria	1
Romania	1
Hungary	1
Estonia	1
Latvia	1
Lithuania	1
Malta	1
Cyprus	1
Turkey	1
Israel	1
USA	5
UK	2
France	1
Germany	1
Italy	1
Spain	1
Japan	1
South Korea	1
Sweden	1
Norway	1
Denmark	1
Netherlands	1
Belgium	1
Austria	1
Switzerland	1
Luxembourg	1
Portugal	1
Greece	1
Ireland	1
Poland	1
Czech Republic	1
Slovakia	1
Slovenia	1
Croatia	1
Serbia	1
Bulgaria	1
Romania	1
Hungary	1
Estonia	1
Latvia	1
Lithuania	1
Malta	1
Cyprus	1
Turkey	1
Israel	1

INSTITUTIONAL PROFILE

GOVERNING BODY MEMBERS

Ms. Renuka Singh, Ph.D

Chairperson: Professor, Jawaharlal Nehru University, New Delhi

Dr. Ranjana Kumari, Ph.D

Director and co-founder: has been active on women's empowerment, women's right and research on women's issues

Mr. S. Radhakrishnan Pillai, Ph.D

Secretary and co-founder: has experience in working in senior training managerial positions for more than 25 years

Mr. Ashok Malhotra

Treasurer: Advocate, Delhi High Court

Mr. Anand Kumar, Ph.D

Member and co-founder: Professor, Jawaharlal Nehru University, New Delhi

Mr. N. Rajaram, Ph.D

Member and co-founder: Professor, M.S. University of Baroda, Vadodara

Ms. Jyotsna Roy

Member and co-founder: Senior Advisor, Local Governance Netherlands Development Organisation Addis Ababa, Ethiopia

Ms. Chandralekha

Member: Doctor, All India Institute of Medical Sciences, New Delhi

Mr. R.V. Singh

Member: Director, Antaeus Information Pvt. Ltd., New Delhi

Mr. Yogesh Sharma, Ph.D

Member: Professor, Jawaharlal Nehru University, New Delhi

Mr. T.N. Jha, Ph.D

Member: Economist

Ms. Sumitra Devi

Member: Social Worker

CSR TEAM

Director

Ranjana Kumari

Research Division

Sangitha Bhattacharya

Dr. Manasi Mishra

K. Kanarindhana

Preeti Choudhary

K. Valentina

Gender Training Institute

Anju Pandey

Manish Singh

Richa Joshi

Namita Anand

Development Division

Milly Chatterjee

Sudhir Kumar Rai

Anoj Chako

Silky Grewal

Operations

Bharti Birla

Shalini Mittal

Management Support Team

K.K. Balakrishnan

Anil Kumar Jha

Sandeep Gupta

S. Vignesh

Sanjay Bara

Jaswant Singh

Jameel Ahmed

Alok Trikey

Pradeep Lakra

Project Staff, Delhi

Afzal Ahmad

Komal Sabharwal

Deepika Sagar

Anita Shukla

Dorothy Kamal

Kamlesh Premi

Rekha Devi

Swati Bist

Suman Latha Verma

Varanasi Project Office

Kanchana Singh

Preeti Verma

Vinod Kumar Pradhan

Sharada Prasad

Vijay Singh

Ramesh Pratap Dubey

Ratnamma MN

Inamuddin Ansari

Rajesh Kumar Pandey

Sunita Singh

Rambali Singh

Nidhi Rai

Pradeep Pal

Kailash

Ravindra Kumar Srivastava

Sail Kumari Pandey

Samsad

Safi kul Nisha

Kanpur Project Office

Prabha Singh, Block Coordinator

Rajni Kant, Field Manager

Ram Sewak, Field Manager

Shailender Kumar Sachan

Etawah Project Office

Kunwar Pal

Rajveer Singh

Satyanarayan Tiwari

Chandrayodya Singh

Geeta Pal

Ratan Singh

Intern Trainees

Kavya Bopanna (India)

Nisha (India)

Jaspreet (India)

Saumya Mishra (India)

Daniela Beyer (Germany)

Richard Gerristen (Netherlamds)

Sumitro (India)

Anniké Andre Barrett (Canada)

Freidrike Schmitt (Germany)

Shrijna Dixon (India)

Pamela Suneja (Canada)

FINANCIAL SUMMARY 2007

FINANCIAL SUMMARY - 2006-2007			
BALANCE SHEET		INCOME & EXPENDITURE STATEMENT	
(Rs. in lacs)		(Rs. in lacs)	
Assets	Amount	Income	Amount
Fixed Assets	361.51	Grants	137.68
Capital W.I.P.	77.74	Donation & Contribution	1.25
Investment	60.00	Interest	8.93
Current Assets		Rent & Maintenance Charges	24.84
Sundry Receivable	42.77	Miscellaneous Income	0.48
Grant Accrued but Not received	19.36	Total	173.18
Cash & Bank Balance	30.73	Expenditure	Amount
TOTAL	692.11	Total Project Expenditure	137.68
		Administrative Expenses	8.70
		Depreciation	2.40
Liabilities	Amount	Excess of Income over Expenditure	24.40
Society Fund	195.81	Total	173.18
Capital Fund	383.27	Depreciation Charged to Specific Funds	5.35
Current Liabilities	41.76	Society Fund Balance as on 01. 04.2006	171.41
Unspent Project Grants	71.27	Add: Surplus During the year	24.40
Total	692.11	Society fund Balance as on 31.03.2007	195.81