

Centre For Social Research

Annual Report
2024

CSR



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Building a Humane, Equitable and Gender-Just Society



The Centre for Social Research (CSR) is a pioneering organization dedicated to advancing gender equality and women's empowerment. CSR has been at the forefront of the women's movement in India, for over four decades and has been working to address various social, cultural, and economic challenges faced by women. The organization engages in research, advocacy, capacity-building, and community outreach initiatives to promote gender justice and create a more inclusive society.

It's focus areas include combating violence against women; promoting women's political participation and economic empowerment; gender, water and climate change; and advocating for gender-sensitive policies and legislation. CSR through its collective efforts, aims to create a future where every woman in India enjoys equal rights, opportunities, and the agency to drive positive change.

From the Director's Desk



As we bid farewell to 2024 and embrace the promise of 2025, the Centre for Social Research (CSR) reflects on its journey and achievements in advancing women's empowerment and ensuring the safety of vulnerable populations across diverse spheres, both in physical and digital environments.

This year, CSR has successfully implemented several impactful initiatives, under Gender Water and Climate Change Program, the Johad Rejuvenation Project in Jharindiya Village, Alwar, the Office Assistant Training Program, and the Women's Upskilling Program, collectively benefiting over 20,000 women. Additionally, the Digital Literacy Lab, has empowered more than 300+ women by equipping them with essential digital tools and skills.

CSR's advocacy efforts were equally significant, with impactful campaigns such as 16 Days of Activism, Safer Internet Day, and Cyber Pe Charcha, which collectively garnered over 55,000 impressions on platforms like Instagram, X (formerly Twitter), and LinkedIn. These campaigns reflect CSR's commitment to raising awareness and fostering dialogue on critical social issues.

In the realm of digital safety, CSR is proud to have launched ACTS (Alliance for Cyber Trust and Safety)—India's pioneering initiative to address digital safety through a Whole Society Approach. This collaboration between CSR and The Dialogue brings together 16 members and 4 advisors under one umbrella to address Technology-Facilitated Gender Violence (TFGV). ACTS serves as a crucial bridge between policy frameworks and practical implementation, aiming to create a safer digital environment for women and children.

Furthering its commitment to cybersafety, CSR has partnered with StopNCII.org, successfully addressing over 60 cases of non-consensual intimate image sharing online. By providing support to victims and raising awareness, CSR continues to contribute to creating a safer and more inclusive digital ecosystem.

In 2025, CSR is delighted to host the Trust and Safety Festival in India—a landmark event that underscores our dedication to fostering a secure and equitable digital space. Details about the festival will be shared on our official platforms and social media channels.

CSR's recognition as a Nodal Agency by the National Commission for Women (NCW) further reinforces its leadership role in gender sensitization and training under the PoSH Act. This year, CSR conducted gender sensitization programs for over 2,000 employees from organizations including the Ministry of Parliamentary Affairs, Indian Council of Medical Research (ICMR), Central Bureau of Investigation (CBI), and the Department of Telecommunications (DoT).

As we move forward, CSR remains steadfast in its mission to build a more empowered and equitable society. With unwavering dedication to holistic societal improvement, CSR will continue its efforts to uplift marginalized communities and inspire global change.

On this optimistic note, I extend my best wishes for a prosperous New Year and look forward to the collective progress we will achieve in the coming year.

Warm regards,

Dr. Ranjana Kumari

Director, Centre for Social Research

Leading the Way: Empowering Girls Through the Spirit of Sports



KNOWLEDGE AND RESOURCE MANAGEMENT

CSR continued its impactful mission of empowering girls through sports in Delhi-NCR, in 2024, by organising 2 memorable events; the District Sports Competitions at the Mahamaya Stadium in Ghaziabad district, and the Sector-12 Sports Complex in Faridabad district. The events were marked by spirited competitions and camaraderie as 70 girls formed four hockey teams, showcasing their talent and teamwork. Notable guests, included CDO Shri Abhinav Gopal, Navjot Gadar (Producer, M7 News), Ms. Pallavi Nayek, Ms. Georgina McKay from the Australian High Commission, and Dr. Ranjana Kumari, Director, CSR, graced the occasions, adding value and motivation. The Mahamaya team in Ghaziabad, emerged victorious, illustrating exceptional skills and teamwork. All the participant were honoured with certificates, and the top three teams received medals. The winning team was

further a sports kit, acknowledging their dedication to the sport of hockey. Dr. Ranjana Kumari emphasized the transformative power of sports in empowering girls, highlighting the comprehensive initiatives undertaken by CSR. From enrolment drives to nutritional support and scholarships distribution, CSR remains steadfast in fostering holistic development through sport. Similarly, Faridabad's District Hockey Match, witnessed the active participation of 70 girls, organized into four teams. The event culminated with all its participants receiving certificates and medals, with the winning team being awarded a sports kit as a token of recognition for their spirit and dedication. The enthusiasm and teamwork displayed during the matches underscored the role of sports in building confidence and leadership among young girls in our country.

ACTS Launch at The International Conference On Trust And Safety



There are always New Frontiers where Gender Equality is contested, and that is why ACTS is a much welcome initiative in India's current tech-policy landscape -
Susan Ferguson, Country Representative for UN Women



DIGITAL SAFETY & ONLINE WELBEING

After months of dedicated effort, we are excited to share that the ACTS (Alliance For Cyber Trust And Safety)

officially launched. This initiative led by Centre for Social Research India and The Dialogue, has been a long-time vision, and it's now a reality. With 20 members and 5 advisors already onboard, we are tackling the increasing issues of trust and safety in the digital space using a "Whole Of Society Approach". Many thanks to Andrea Powell Farah Lalani Karuna Nain Shashikala Gурpur for helping us ideate and shape up this initiative. Special thanks to keynote speakers Susan Jane Ferguson, UN Women India Country Representative, and Jean-Christophe (J-C) Le Toquin, Co-Founder of the Trust & Safety Forum Festival, for their insightful contributions.

We are immensely grateful to our incredible panelists who generously shared their valuable perspectives during our panel titled "Uniting Society: Collaborative Approaches to Mitigating Online-Offline Harms." Pragma Vats from The Outlook provided insightful

commentary on the pressing issue of online harms, particularly. Shireen Vakil from the British Asian Trust emphasized the necessity of fostering stronger collaborations within the tech-policy ecosystem to address these challenges more effectively.

Meanwhile, Priyanka Bisht from the Nasscom Foundation highlighted the critical need for grassroots engagement and capacity building to empower communities to combat online threats. Additionally, a representative from the Delhi Police Cyber Crime Division contributed by discussing the importance of awareness generation in preventing cybercrimes.





Our commitment to digital safety is reflected in our initiatives to bridge the digital literacy gap and equip women with AI-driven skills training, creating a safe and supportive online environment for them to thrive. - **Susan Ferguson, Country Representative for UN Women**



The panel emphasized how society can unite to address the complex interplay of online and offline harms. In our second panel titled "The Evolution of Harm in the Digital Age and The Need to Redefine Safety," we were privileged to hear from esteemed speakers who brought diverse perspectives to the forefront of digital safety discussions. Uthara Ganesh shared insights on innovative approaches to Safety By Design, emphasizing the need for proactive measures in safeguarding digital spaces. Saurav Verma from Nazariya QFRG, a Queer

mobilization for social good, illustrating how collective action can drive meaningful. This initiative was made possible through the dedicated efforts of our Secretariat Members, including Dr. Ranjana Kumari, Kazim Rizvi, Jyoti Vadehra, Meghna Chaudhary, Pranav Bhaskar Tiwari, Akriti J., Garima Saxena, and Shruti Shreya, whose tireless work helped bring this vision to fruition. As a member-driven initiative, we aim to break the silos between policy and on-the-ground realities, striving together a safer, more inclusive digital world.



This launch (ACTS) is nothing less than the birth of the Trust & Safety movement in India, a leading country of the majority world - **JC Le Toquin, Co-Founder of Trust And Safety Festival**



Feminist Resource Group, addressed the unique challenges faced by the LGBTQ+ community and underscored the importance of inclusivity in safety protocols. Smita Bharti from Sakshi highlighted the significance of Transformative Justice as a means to address harm and foster healing. Grijesh Dinker from the All India Dalit Mahila Adhikar Manch discussed the distinct challenges faced by Dalits, calling for tailored solutions that acknowledge these struggles. Dr. Shubhra Nagalia, a gender studies Professor and scholar from Ambedkar University Delhi tried to showcased the power of community

We are proud to collaborate with member organizations that are committed to this vital cause. ACTS is more than just a coalition; it's a movement driven by our shared passion for improving cyberspace. We empower individuals with the knowledge and tools to navigate the digital landscape confidently. With extensive resources, educational initiatives, and unwavering support, we equip users to protect themselves and their communities online. Join us in our journey to build a digital realm where safety, trust, and inclusivity prevail.

Empowering Workplaces: Digital Safety Training for Corporates

DIGITAL SAFETY & ONLINE WELBEING

Our Digital Safety Training initiative also includes providing online safety and wellbeing training for corporates and other organizations interested in such training for their teams. We conducted one such training programme for Match Groups USA team in July 2024, to provide them with a context of Indian tech policy and how their teams can gain a better understanding of their large userbase in India to help alleviate online stress. The training was conducted for a group of 60 participants. The training utilized an online format which included a post training survey and secondary reading resources. We received overwhelmingly positive feedback from the participants, who appreciated the insights into the Indian digital environment and the practical strategies for promoting online safety.

Cyber charcha- Cyber safety awareness: CSR x IC4 and cyber police Amritsar

we have partnered with the Indian Cyber Crime Coordination Centre, a state led body to



mitigate online risks for youth. As dictated by the Indian government, every first Wednesday of the month is dedicated to cyber Jagrukta Divas, to promote awareness generation and capacity building exercises in the country. We contributed to this cause through an awareness generation and online safety training session, titled 'Cyber Charcha' "साइबर चर्चा", conducted by our Ambassador Nakul Phull at Guru Nanak Dev University, Amritsar, Punjab. Its attendees included students, faculty, and local community members, who were all very eager to learn more about protecting themselves in the digital world. Nakul, engaged the audience with interactive



discussions, real-life examples, and practical tips to enhance online security. Participants were encouraged to ask questions and share their own experiences, fostering a collaborative learning environment. By the end of the session, attendees left with a better understanding of how to manage their digital footprints, recognize potential threats, and take proactive steps to safeguard their personal information. This initiative is just one of our many efforts aimed at empowering individuals and creating a safer online community for everyone.

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TEAM SPOTLIGHT



Karuna Nain

Former Director, Global Safety Policy, Meta; Co-founder, StopNCII.org

We are proud to announce, Karuna Nain joining team CSR, as a consultant for our Digital Safety and Online Wellbeing efforts.

Karuna, is an online safety expert with two decades of experience in the intersection of online safety, policy, government affairs and communications.

She consults with tech companies and non-profits on their strategy policies and technology to make the internet safer, and has served as a Director, Global Safety Policy at Facebook and Co-founded, StopNCII.org. an initiative to combat non-consensual image abuse.

She is also actively involved in ideating and building the alliance up, with her expertise.

IIGF 2024: CSR Advocates for Digital Trust and Safety

DIGITAL SAFETY & ONLINE WELBEING

CSR was honored to have Jyoti Vadehra, our Lead of Digital Safety and Online Wellbeing, represent the organization at a pivotal panel discussion, "The Evolution of Harm in the Digital Age: Blurring Lines Between Online and Offline Harms and Violence", hosted by The Dialogue. The event convened prominent thought leaders, including Vakasha Sachdev, Preety Mohan, Allen Rodrigues, and Pranav Tiwari, who explored solutions to the growing challenges of trust and safety in India's digital landscape. During the session, Jyoti spotlighted the pioneering work of the Alliance

for Cyber Trust and Safety (ACTS), India's first coalition dedicated to fostering digital trust and creating safer online environments for all. Jyoti introduced the upcoming Trust and Safety Festival – India Edition 2025, an initiative CSR is partnering on with the Trust and Safety Forum. This festival aims to bring global discourse on digital safety to India, fostering collaboration among stakeholders from industry, academia, civil society, and government to address emerging online harms and build a secure digital future. Together, we are making digital space safe for all.



The International Conference on Safeguarding Mental Health in the Gen AI Era

DIGITAL SAFETY & ONLINE WELBEING

CSR marked a milestone in its decade-long commitment to digital safety with a landmark conference on May 24th, 2024, addressing the mental health challenges posed by Gen AI and technology, especially for women and children. Dr. Samir Parikh's opening keynote set the stage, exploring the complex interplay of AI and mental health. Panels featuring experts like Karuna Nain, Laura Higgins, and Swati Bhise tackled critical topics, from deepfakes to AI-driven harassment, offering strategies to combat online abuse.

Interactive sessions enriched the discussions, focusing on preventive measures, legal frameworks, and support systems.

Closing remarks emphasized the collective responsibility of tech companies, policymakers, and civil society in creating safer digital spaces. The event's insights are expected to inspire policies, research, and community-driven solutions to safeguard mental well-being in the AI age.

Our Panelists

				
Dr. Samir Parikh	Swati Bhise	Karuna Nain	Laura Higgins	Dr. Ranjana Kumari
Chairperson, Fortis National Mental Health Program Fortis Healthcare	Producer and Director, Cayenne Pepper Productions	Online Safety Expert Former Director, Global Safety Policy, Meta; Co- founder StopNCIL.org	Senior Director of Community Safety and Civility Roblox	Director, Centre for Social Research & Chairperson WPC

Bumble: Self Expression and Digital Safety of Women in Gen AI Era

DIGITAL SAFETY & ONLINE WELBEING

This research explored the multifaceted dimensions of online engagement among young Indian women. The study delved into conversations with 1200 women across 3 north Indian states. It included 300+ survey respondents, 3 FGDs and interviews with 5 women leaders in the spotlight to arrive at its findings. The themes were their use of social media and dating applications, examining the intricacies of their online social behaviour, self-perception, and expression. Furthermore, it investigates how these women establish agency and set boundaries in digital spaces and interact with both their own and other women's online imagery.

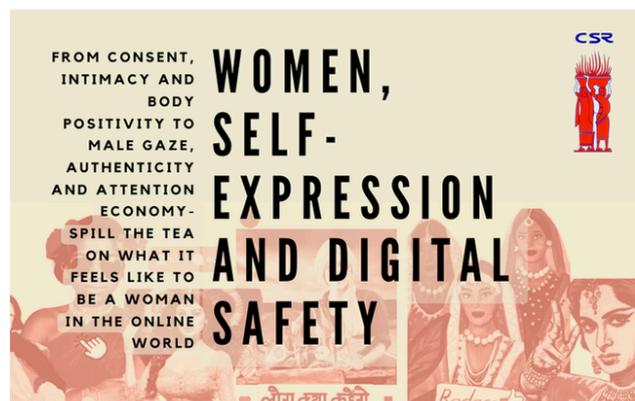
The primary objectives of this research were:

- To analyse the patterns and motivations behind the use of social media and dating apps by young Indian women.
- To understand the nuances of their online social behaviour and the impact of digital interactions on their daily lives.
- To investigate how young Indian women perceive themselves and express their identities in online environments.
- To examine the methods and strategies employed to establish agency and boundaries in virtual spaces.

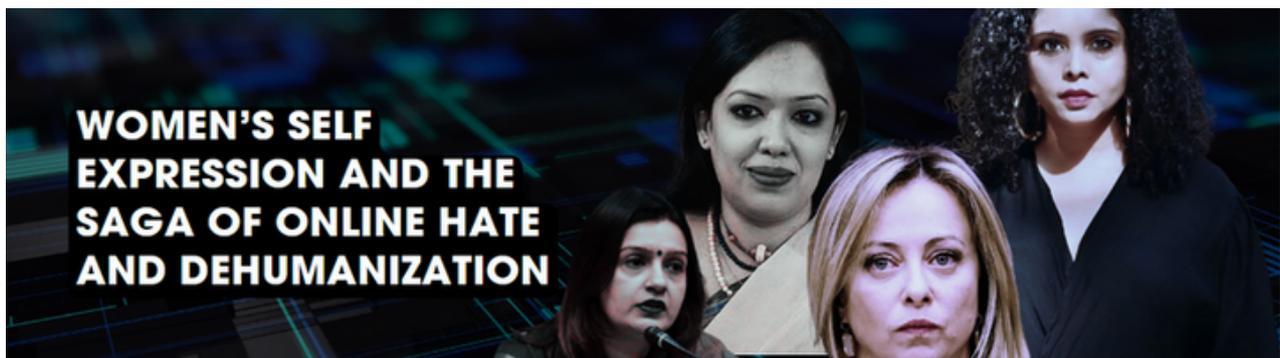
- To explore the dynamics of how these women engage with their own and others' online imagery, and the implications of such interactions.

Methodology

The survey questionnaire had been meticulously designed to capture a comprehensive range of data pertinent to the aforementioned objectives. It employed both quantitative and qualitative approaches to provide a nuanced understanding of the participants' experiences and perceptions. Participants, who were young Indian women active on social media and dating platforms, were asked to respond to a series of structured and open-ended questions.



Women Engage Online Alliance



DIGITAL SAFETY & ONLINE WELBEING

The Women Engage Online Alliance, is a digital safety initiative by CSR, established with the aim of countering hate speech, threats, lies, and harassment in Digital Space. The community works to make online spaces safer, tolerant and positive.

We break the negative, One Conversation at a Time! Our strategy is clear-cut and potent. Instances of harassment and bullying are detected and countered with a flood of positivity and support under the same post. This isn't just about combating negativity; it's about actively sculpting a cyber landscape rooted in kindness and empathy. Our seemingly small actions wield immense power.

The Women Engage Alliance represents a transformative approach to fostering digital safety and inclusivity. As a proactive initiative by CSR, it tackles the pervasive issues of hate speech, threats, lies, and harassment that plague online spaces.

This Alliance embodies the philosophy of addressing negativity "One Conversation at a Time," with a strategic focus on countering harmful behaviors by amplifying positivity and support. By identifying instances of online harassment and responding with an overwhelming tide of kindness, the community not only combats negativity but also actively shapes a digital environment grounded in empathy and respect.

These efforts, though seemingly small, hold significant power to create lasting change, ensuring that the internet becomes a safer, more welcoming space for everyone.



Empowering Youth for Safer Digital Spaces: Safer Internet Day 2024

DIGITAL SAFETY & ONLINE WELBEING

Every year, the Center for Social Research actively engages in the celebration of Safer Internet Day, demonstrating its steadfast dedication to fostering safer and more inclusive digital environments.

This year, our collaboration extended to partnering with the Digital Safety Club at Goswami Ganesh Dutta Sanatan Dharma College of Panjab University in Chandigarh.

Apart from the traditional celebrations organized by the club, CSR organized dynamic competitions such as debates, quizzes, and poster-making sessions, that were specifically designed to actively involve school and college students.

The Fostering of interactive learning experiences, strived to instill a deeper understanding of online safety practices and inspire a collective commitment to building a safer online community for all. Our collaborative efforts with the Digital Safety Club also included insightful workshops and



interactive sessions led by experts in the field. These sessions delved into various aspects of digital safety, including privacy protection, cyberbullying prevention, and responsible social media usage. These hands-on learning opportunities provided students with the chance to engage in meaningful discussions, share their perspectives, and learn from real-world examples. Through interactive workshops and collaborative activities, students developed critical thinking skills and a deeper understanding of how to navigate the digital world responsibly. As part of our commitment to inclusivity, we ensured that the Safer Internet Day celebrations were



accessible to individuals from diverse backgrounds and communities. Leveraging digital platforms and innovative communication tools, helped us reach out to a wider audience, including those who may face barriers to accessing traditional educational resources. Our collaboration with the Digital Safety Club facilitated a comprehensive approach to Safer Internet Day celebrations, encompassing both educational initiatives and community engagement activities. We aim to cultivate a culture of digital responsibility and empowerment, together, where everyone can harness the potential of the internet in a safe and inclusive manner.

Digital Literacy Lab

The Centre for Social Research initiated a Digital Literacy Lab in collaboration with the Orange Foundation. This lab is tailored to offer assistance to women encountering restricted access to digital tools, educational avenues, and survivors of domestic violence. The objective of these initiatives is empowering these women by facilitating their journey towards financial independence and enhancing their self-assurance. Participants underwent a 45-day training program teaching them computer navigation and its functionalities along with also focusing on enhancing the participants soft skills, such as improving their spoken

English for enhancing their personal development. This program serves as a beacon of hope, enabling women to reclaim their agency in a rapidly digitizing world.

Student Ambassadors Program

Our Student Ambassador program consists of motivated university students aiming to support CSR's campaigns on digital literacy and online safety. These ambassadors receive training from CSR on basic digital safety principles, reporting procedures, and resolution methods. They then educate younger students and children, who are more vulnerable to online risks like predators, spam, and cyberbullying, especially with the increasing digitalization of education in India. Acting as a crucial link, our student ambassadors program connects civic organizations, governance bodies, and students at the grassroots level.



AI and Empowerment: Bridging the Gap for Safer Digital Lives

DIGITAL SAFETY & ONLINE WELBEING

International Conference on Social Sciences 2024

Our panelists, Dr. Kamna Chhibber, Dr. Rakshit Tandon, Kamesh Shekar, and Dr. Mahima Bakshi, guided by the capable moderation of Jyoti Vadehra, engaged in an electrifying discussion on empowering women and children in the digital era. Their insights, coupled with the participation of attendees, illuminated key strategies for fostering a safer online environment.

Together, we delved deep into the intricacies of empowering women and children in the digital age, shedding light on the challenges and opportunities that lie ahead.

This exchange of ideas and insights not only enriched our understanding but also paved the way for tangible solutions to create a safer online environment.

Addressing pertinent issues and exploring innovative solutions, has resulted in striving collectively towards building a more inclusive and secure digital landscape. We look forward to continuing this important dialogue and driving impactful change in the realm of digital empowerment. As we reflect on the impact of our collaboration, we are invigorated by the prospect of continuing to champion digital empowerment and societal well-being in the years to come.



Trailblazers in Politics: Women's Day Event Highlights

WOMEN'S DAY CELEBRATION

We are excited to share the inspiring highlights of a remarkable Women's Day event, jointly organized by CSR India and Women Power Connect. The theme of the event, Women's Political Identity, set the stage for a vibrant and insightful discussion, showcasing an impressive panel of speakers who are trailblazers in their respective fields. Ms. Shazia Ilmi, a prominent political leader, Ms. Akshi Chawla, a dynamic young voice in the fight for gender parity, and Dr. Ranjana Kumari, a renowned advocate for women's rights, shared their invaluable perspectives and experiences.



These distinguished panelists highlighted the urgent need for female representation in politics, through powerful anecdotes and actionable strategies. Their stories resonated deeply, sparking meaningful dialogues and encouraging attendees to reflect on how to address systemic barriers and foster inclusivity. The event not only celebrated the achievements of these inspiring women but also reinforced the collective commitment to empower women in the political arena.

Women in Fintech: Bridging Gaps in Financial Inclusion and Literacy

DIGITAL SAFETY & ONLINE WELBEING

Policymakers, financial experts, and academics gathered in New Delhi, for the “Women in Fintech” conference, held by The Dialogue, on December 16, 2024. The event focused on empowering unbanked women and fostering women entrepreneurs in financial services.

Dr. Ranjana Kumari, Director from the Centre for Social Research, shared key insights on empowering women in financial services. In her address, she stated: “We are seeing significant progress, with more women now having bank accounts and accessing credit. However, challenges remain, particularly with digital literacy, which many rural women still lack. Another hurdle is access to loans—while the process has improved, it is still not as smooth or accessible as it should be. For women entrepreneurs, the focus must be on three key areas: connecting them to markets, equipping them with financial and digital literacy, and ensuring better access to credit.” The panels provided actionable insights on financial inclusion and regulatory strategies



underscoring the importance of partnership. Dr. Kumari’s participation reinforced CSR’s commitment to gender equity and financial empowerment for women across socio-economic backgrounds. By addressing structural and systemic challenges, such initiatives aim to create a more inclusive financial ecosystem for women in India.

The conference concluded with a call to action for stakeholders to collaborate in building an inclusive financial framework that prioritizes women’s participation and leadership.

Cyber Safety Workshop with Parliamentarians

DIGITAL SAFETY & ONLINE WELBEING

Jyoti Vadehra, represented the Centre for Social Research, on December 11th, 2024, in an exclusive workshop on Cyber Safety, hosted by The Dialogue with expert input from the British High Commission, New Delhi. The workshop, was held at Mountbatten Hall, The Oberoi, and served as the culmination of a comprehensive study on Tech-Facilitated Gender-Based Violence (TFGBV). The event brought together Hon'ble Members of Parliament, policymakers, and experts to discuss innovative policy solutions and the pressing need for collaborative action against digital harms.



Jyoti engaged in insightful dialogues with parliamentarians, sharing CSR's on-ground experiences in combating gender-based digital violence. Her contributions underscored the importance of inclusive policymaking and the need for sustained efforts in enhancing trust and safety in online spaces. This engagement further reaffirmed CSR's commitment to shaping digital safety policies and fostering meaningful collaborations to create a safer digital ecosystem for all.

OECD Symposium on Tech-Facilitated Gender-Based Violence

DIGITAL SAFETY & ONLINE WELBEING

We are proud to share that our Director, Dr. Ranjana Kumari, represented the Centre for Social Research (CSR) at the prestigious OECD Symposium. Dr. Kumari was part of an esteemed panel alongside Julie Inman-Grant, eSafety Commissioner of Australia, and French Ambassador at Large, Ms. Delphine O.

The panel engaged in a thought-provoking discussion on Tech-Facilitated Gender-Based Violence (TFGBV), emphasizing survivor-centric approaches and the importance of collaboration among global stakeholders to establish effective protection mechanisms akin to those combating Online Child Sexual Abuse. During the panel, Dr. Kumari highlighted the transformative potential



of digital spaces: “The digital world has the power to democratize opportunities, but only if it is inclusive and safe for everyone. Let us work together to ensure that women, regardless of where they live, can access, engage with, and thrive in this space.” The symposium provided a vital platform for fostering international dialogue and developing actionable solutions to make the digital ecosystem safer and more inclusive. Dr. Kumari’s participation reinforced CSR’s commitment to driving global efforts in ensuring digital safety for all, particularly marginalized communities.



Supporting Women's Digital Safety: StopNCII.org Initiative

DIGITAL SAFETY & ONLINE WELBEING

CSR strengthened its commitment to women's digital safety through active support of StopNCII.org, in 2024. StopNCII.org, is an initiative aimed at preventing the sharing of non-consensual intimate images (NCII). This critical partnership highlights CSR's dedication to empowering women and fostering a safer online environment. CSR implemented a robust multilingual campaign, using visually engaging infographics across email, WhatsApp, and social media to ensure accessibility for diverse communities and spread awareness. Work at the grassroots or ground level included the mobilization of over 150 Student Ambassadors to distribute thousands of posters featuring the CSR Survivor Assist Kit and the StopNCII.org helpline in schools, colleges, and community spaces, effectively reaching vulnerable populations.

CSR also collaborated with local community leaders and women's groups to conduct workshops and sensitization programs, educating participants on identifying online threats and leveraging tools like StopNCII.org to reclaim agency in digital spaces. These



efforts contributed to addressing hundreds of reported cases of NCII in 2024, a significant milestone in restoring dignity to survivors and building trust within communities. CSR's future aims include expanding its impact by integrating AI-driven tools for enhanced case tracking and forming new partnerships with educational institutions and tech platforms, ensuring that every woman is equipped to navigate the digital world safely and confidently. In addition, the organization aims to expand its impact by forming new partnerships with educational institutions and tech platforms, ensuring that every woman is equipped to navigate the digital world safely and confidently.

Leadership and Innovation for A Water-Secure Future

GENDER WATER & CLIMATE CHANGE

We hosted a captivating public lecture on World Water Day. This lecture was delivered by Shri Bharat Lal, Secretary General of the National Human Rights Commission & Founder Mission Director of Jal Jeevan Mission, who shed light on the crucial intersection of water and women's rights from a human rights perspective, inspiring the audience with his visionary outlook. He emphasized the transformative power of empowering women through equitable access to water resources, which is pivotal for fostering sustainable communities.

The event was graced by our esteemed Board Member, Ms. Jyotsana Roy, whose presence underscored the importance of leadership in advancing gender equality and water rights. Highlighting the impactful collaborations between GWCC and women in Alwar, the event showcased successful initiatives that have improved water management and fostered community resilience. These collaborations emphasize our commitment to gender

sensitization and empowering women as key stakeholders in water management initiatives.

The event concluded with a call to action for increased cooperation among stakeholders to ensure universal access to clean and safe water, reinforcing water as a fundamental human right and a catalyst for social change. Participants emphasized the need for innovative solutions, sustainable practices, and community-driven initiatives to address global water challenges.



Driving Impact Through Collaboration: Project Briefing To German Embassy

GENDER WATER & CLIMATE CHANGE

We are absolutely thrilled to announce the successful culmination of our ground-breaking project, "Building Women's Leadership in Water Conservation in Alwar, Rajasthan." This transformative initiative was made possible through the generous support of the German Embassy, whose unwavering commitment to empowering communities has been instrumental in our journey.

This project has been pivotal in empowering women, enabling them to take the lead in water conservation efforts, driving sustainability, and fostering greater community involvement. It equipped women with the necessary skills and knowledge, we have witnessed a remarkable shift in attitudes towards water management and conservation practices in the region.

While we are celebrating our extraordinary achievement of successfully completing this initiative, we would like to extend our deepest gratitude to the German Embassy for their crucial support and partnership. Their belief in our vision has not only made this project a

reality but has also inspired countless women to step forward as leaders in their communities.

The impact of our collective efforts is a source of immense pride for us all. We organized 7 exposure visits to a pond for 172 women across 3 districts, rejuvenated a vital pond benefiting 3 villages, and trained 1,021 students in water conservation. 244 women were trained in water management, 185 women formed water committees in 21 villages, and a network of 24 NGOs in Alwar collaborated to drive community empowerment. These initiatives have empowered communities to take ownership of their environmental future.



Uniting for Impact: Establishing an NGO/CSO Network in Alwar

GENDER WATER & CLIMATE CHANGE

Two meetings were organized in Alwar, as part of our efforts to foster collaboration and synergy. These meetings themed “Empowering Communities, Inspiring Change: Together, We Make a Difference,” brought together representatives from 24 organizations. The meetings aim was the creation of a network of organizations working on environmental conservation, climate change, women’s empowerment, and community engagement in the Alwar districts. Fruitful discussions led to the addressal of common challenges and the forging of collaborations, exploration of support avenues, that culminated into the successful establishment of a network for ongoing interaction and collaboration.

The meetings featured a series of workshops and panel discussions led by experts in their respective fields, facilitating the exchange of innovative ideas and best practices. Participants were encouraged to share their experiences and insights, fostering a spirit of mutual learning and cooperation. The interactive sessions allowed attendees to delve deeper into topics such as sustainable

resource management, gender equality initiatives, and effective community mobilization strategies. As a result, several joint projects were proposed, focusing on leveraging shared resources and expertise to maximize impact. The network established through these meetings is envisioned as a dynamic platform for continuous dialogue, enabling organizations to stay connected, informed, and empowered to drive meaningful changes in the Alwar districts and beyond. By fostering collaboration, this network aims to address pressing challenges and create scalable solutions for sustainable development.



Bringing Life Back to Water: Jhirandiya's Panch Peer Baba Johad Rejuvenation

GENDER WATER & CLIMATE CHANGE

We successfully collaborated with Time to Help, Germany; Embrace Relief Foundation Inc., USA; and Hope and Action Foundation, India in 2024, to rejuvenate the traditional water harvesting structure, Johad (pond), in Jhirandiya village, located in the Kishangarh Bas block of the Khairthal-Tijara district, Rajasthan.

The CSR team has successfully leveraged funding from these organizations, for rejuvenating the dilapidated village pond from these organization, after almost a year of continuous gender sensitization and community awareness programs on water management and conservation in the village. Households from three villages are dependent upon this pond for their domestic water needs. This collaborative effort has not only provided much-needed resources for water conservation but has also fostered a sense of unity and shared purpose among the villagers. The rejuvenation of the Johad is a testament to what can be achieved when communities come together with a common goal. The

villagers have expressed immense gratitude for the support, and have actively participated in the restoration process, providing their labour and local knowledge. This initiative has also paved the way for other developmental activities in the village, such as the introduction of sustainable agricultural practices and the establishment of water-efficient irrigation systems. The community's enthusiasm and ownership of the project have been instrumental in its success. Moving forward, these efforts will continue to empower the village, ensuring long-term resilience and prosperity for all its residents.



Future plans include organizing workshops and training sessions for educating the villagers on advanced water conservation techniques and sustainable farming practices. These efforts aim to ensure the long-term viability of the Johad and the overall well-being of the community.

Technical Assessment Of Johad

Assessment of the Johad by engineers included evaluating dimensions, soil type, and embankment strength. A work plan was created that outlined working hours, tools, and machinery. Women in the village participated in manual labor and received training for the rejuvenation process.

The team met with the village Sarpanch, Ms. Seema Devi, Junior Engineer, and Village Development Officer to discuss the plan to revive the Johad with the village women. The Sarpanch expressed interest, encouragement, and appreciation for the initiative, granting necessary permissions.



Awareness Session at School

An awareness session was conducted with grade 5 to 8 students at Jhirandiya's government elementary school to raise awareness about water conservation. The focus of the session was community involvement in water conservation and management.

The session covered topics like uses of water, its importance, distribution, the water cycle, and traditional water harvesting. These topics were covered through activities, games, and lectures. Additionally, a drawing competition on "Water conservation and Management" was held, with winners receiving certificates and recognition in front of the school.



Community-Led Conversations: Empowering Women, Asha, and Anganwadi Workers in Jhirandiya

Various Focus Group Discussions were conducted within the village with women focusing on noting the local name of Johad, its history, cultural, religious, its environmental significance to the village community, and the willingness to do voluntary work/shramdaan, and preferable timings for manual rejuvenation work.

The insights gathered from these discussions painted a vivid picture of the community's deep connection to the Johad. Many women shared stories passed down through generations, highlighting the Johad's role not just as a water reservoir but as a vital part of their cultural heritage. They spoke of festivals and rituals centered around the Johad, emphasizing its significance in their religious practices and daily lives.





The Centre for Social Research celebrated the completion of its rejuvenation work on the Panch Peer Baba Johad in Jhirandiya Village, Kishangarh Bas Block, Khairthal-Tijara district, through a collaborative inaugural event organized with their implementing partner organization STA.

The event was graced by several esteemed dignitaries, including Dr. Ranjana Kumari, Director, Centre for Social Research; Dr. Jyotsana Roy, Board Member, Centre for Social Research; M. Behzad Fatmi, Secretary General, Hope and Action Foundation; Mr. Mahesh Chauhan, Deputy Director of STA; Mr. Ratan Singh Chaudhary; Ms. Seema Devi, Sarpanch of Jhirandiya, accompanied by her husband, Mr. Ashok Kumar; Mr. Mohammad Alam, Gram Vikas Adhikari; Mr. Harish Kundra, lawyer and social worker in the area; and two sarpanches from nearby villages. Approximately 150 participants enthusiastically participated in this event. Participants included; the Junior Engineer of the local gram panchayat, women from the communities of Jhirandiya, Tehatda, Ichchaka, and Khedla villages, as well as men and children from Jhirandiya. The program began with a warm welcome address by Dr. Naveen Kumar, Head of the Department of Gender, Water, and Climate Change at the Centre for Social Research. Dr Naveen, greeted all the dignitaries and participants. The welcome address was followed by thought-provoking speeches by the dignitaries, who highlighted the importance of water conservation, the critical role of women and the community in managing water resources, and the significance of Johads in

conserving water in the district's unique geography. The speeches also celebrated the active participation and unwavering efforts of the women of Jhirandiya in making the rejuvenation of the Panch Peer Baba Johad a success.

The event culminated with a ribbon-cutting ceremony, symbolizing the completion of the rejuvenation efforts, led by Dr. Ranjana Kumari, Ms. Sushma Bai, Field Coordinator for Kishangarh Bas, Ms. Seema Devi, Sarpanch of Jhirandiya, and the women who played a pivotal role in the successful restoration of the Johad. The ribbon-cutting was followed by the distribution of fruits and sweets to all those present, as a gesture of appreciation for their involvement and support. The rejuvenation of the Panch Peer Baba Johad stands as a significant achievement for the community, ensuring long-term water security for three villages in the region. This project will significantly reduce the burden of managing the dwindling water resources, especially for women, who are primarily responsible for water management within households. With this Johad now restored, the community can look forward to greater resilience in the face of water scarcity, allowing for improved agricultural practices, better access to water for daily needs, and enhanced overall well-being. The successful completion of this project marks a hopeful and transformative step toward sustainable water management in the region. As the Johad continues to serve the community, it will also inspire future generations to value and preserve their natural resources.

Research Paper Selected for Presentation at the 23rd IASSI Conference

GENDER WATER & CLIMATE CHANGE

A research paper developed by Dr. Naveen Kumar and Ms Nehul Goyal, of CSR's Gender, Water and Climate Change division was accepted for presentation at the 23rd Annual Conference of the Indian Association of Social Science Institutions at the Birla Institute of Technology, Ranchi, India. The paper titled "Building Women's Leadership in Water Conservation: A Situational Analysis of Alwar, Rajasthan" is based on a Need assessment survey done in Alwar and its surrounding districts. The survey was based on a mixed-method questionnaire which focused on demographic and socio-economic details like age, marital status, education, household size, income, etc., membership in SHG and PRI, participation in Gram Panchayat meetings. It also contained a few technical questions that covered details regarding sources of water, water availability, storage, and status of existing structures and Qualitative questions focused on health issues caused by fetching water, knowledge and involvement of women in water management and conservation at

community level, willingness to develop water management and conservation.



Visit to Hardoi District, Uttar Pradesh to scale our Women-led Water Conservation Model

GENDER WATER & CLIMATE CHANGE

The team visited 17 villages in Uttar Pradesh's Hardoi district for expanding the department's work to other states. A total of 17 ponds were visited, and initial PRA activities with local elected leader and community members were held, to develop an understanding of the community's needs, dependency on ponds for household and irrigation water requirement, the state of the ponds, and the willingness of the surrounding communities to rejuvenate the ponds. Hardoi district's water is mostly derived from a borewell, thus there is direct dependency on groundwater which is replenished by surface water structures like ponds.

Though the ponds in the region are water abundant, the ponds ecosystem has become deteriorated due to actions such as dumping untreated waste water into the pond, polluting the clean rain water collected in it, and over-growth of invasive weeds-particularly water hyacinth. The community is collectively willing to rejuvenate and renovate the ponds. The team observed that many of these ponds were

in need of restoration to improve their capacity and ecological health. Community members expressed a strong interest in participating in rejuvenation efforts, recognizing the potential benefits for agriculture, biodiversity, and overall water security. CSR plans to launch workshops, surveys and needs assessments to discuss sustainable practices and the importance of maintaining these water bodies for future generations. The project aims to create a model on community-driven water management that can be replicated across other regions, through the incorporation of traditional knowledge and modern techniques.

As the initiative progresses, the team plans to monitor the impact on groundwater levels, agricultural productivity, and community engagement, ensuring that the benefits are long-lasting and far-reaching. The project team promise a hopeful future where the ponds will once again thrive as vital resources for the communities they serve. Together, we are building a legacy of environmental stewardship and community empowerment.

A New Beginning: Johad Rejuvenation Work Kicks Off in Alwar, Rajasthan

GENDER WATER & CLIMATE CHANGE

The Gender, Water, and Climate Change Department at the Centre for Social Research is embarking on a transformative journey to breathe new life into the Johad in Tehadpur-Mangalvas village, located in Umren Block, Alwar District. This project, launched in November, is not just about restoring a traditional water structure—it's about reviving a vital lifeline for the community.

The Johad, which has been a source of water for the village throughout the year, is undergoing a complete rejuvenation. The project will excavate and upgrade the existing structure, strengthen its earthen embankments, and implement sustainable enhancements to ensure it stands strong even during heavy rainfall.

This initiative is more than just a water source; it's a cornerstone for supporting agriculture, livestock, domestic needs, and local livelihoods. It also paves the way for nurturing biodiversity and fostering environmental resilience. With this project, the Centre for Social Research is not only addressing the

urgent need for water in a changing climate but also empowering the community with sustainable solutions for a brighter, water-secure future.

The rejuvenated Johad also carries significant social implications. By restoring this resource, the Centre is helping women and marginalized groups dependant on water for their daily chores and agricultural activities. Access to consistent water resources can reduce the burden on women, allowing them to allocate more time to education, economic activities, and community engagement. This project represents a holistic approach that integrates environmental sustainability, gender equality, and climate resilience, ensuring the benefits span generations.





Women leading the way in the rejuvenation of the Johad, transforming the landscape and securing a sustainable water future for their community.

Office Assistant Training Program For Women

WOMEN SKILL DEVELOPMENT

CSR with support from The EMpower- The Emerging Markets Foundation initiated a project, “Bridging the Skill Gap through Professional Skills for Young Women’s Entry into Formal Employment” on 1st April 2024. The training program is designed to equip young women with essential professional skills that enhance their employability in the formal job market. The Office assistant Training package is not restricted to graded curriculum theory provided by NSDC-MEPSC, but also includes 21st Century Skills such as Financial Literacy, Digital Literacy, Career Counselling, Public Speaking, Leadership, Spoken English, and Communication skills.

Additionally, the Centre provides training sessions on Gender Sensitization, the POSH Act, and Reproductive Rights. These resources are designed for fostering a well-developed personality in the Office Assistant Training program participants. We are committed to integrating cutting-edge technologies and innovative pedagogical practices to ensure the relevance and dynamicism of our curriculum, preparing students to face and conquer the ever-evolving demands of their respective

fields. Fostering a community of collaboration and open communication, encourages students to share their unique perspectives and experiences.

A steering meeting was conducted with the Department of Women and Child Development, Vikas Sadan, Gurugram administration on 5th August 2024 to finalize the strategy of implementation. This meeting followed the previous in-house consultation that had been conducted at the outset of the program. The aim of the steering meeting was to collaborate with the department and gain their support in reaching out to Anganwadi Centres, Community Centres, and Health Centres in various urban and rural areas of Gurugram district. To this effect 20 mobilization events were conducted by the CSR-WSD team in different localities of Gurugram.

Currently, two batches of trainees have successfully completed their Office Assistant training programmes with 99% results and Government certifications. A third batch of trainees are presently participating in this programme.

21st Century Skill Development Financial Literacy Training

The session on Financial Literacy was conducted by the Centre for Social Research (CSR) at WSD Gurugram with the aim of providing 21st century skillset to young minds. It was 16 hours programme of 4-day session with 4 hours each day. The session was delivered by Mr. Sandeep Gupta, Chartered Accountant, who has covered all the important and necessary topics which is needed to learn by the trainees in today's advanced and digital world. The intensive sessions were helpful in equipping the trainees with various aspects of Banking and Financial Management, Financial Budgeting in achieving financial stability and reducing stress, Direct and Indirect Tax, Investment and Saving.



Digital literacy, online safety and security

The Trainees at WSD Centre of Gurgaon, attended an enlightening special session on Digital literacy & online safety leading to responsible use of social media, on June 14, 2024. The sessions aim was making students familiar with the positive and negative outcomes of interactions in an online world. The session was delivered by Ms. Jyoti Vadhera, HoD, Media, CSR and Ms. Meghna Chaudhury. It delved into numerous critical topics aimed at fostering a healthier and safer online environment for young users and provided a comprehensive overview of responsible digital engagement, emphasizing the importance of digital safety and security, positive online communication and the empowerment of women in the digital space.

Ms Sushma, our trainer, conducted the regular digital literacy classes that focus on fundamental computer skills, including MS Office, email communication, internet research, and creating professional documents such as resumes and presentations. This training prepares the trainees to advance their career graphs, enabling women to thrive in a technology-driven world. CSR, by equipping them with these skills ensure that the women are empowered to take on leadership roles and excel in various professional fields. This initiative serves as a stepping stone for greater financial independence and personal growth.

Leadership, Public Speaking and Confidence Building

Considering the 21st Century skills being imparted to the trainees are focused on their empowerment to take on leadership roles and excel in various professional fields. The training also included Leadership and Public speaking skills to eliminate any hesitation or stage fright and boost their confidence level. Group Discussions were held on how an ideal candidate showcases leadership skills which include empathy, team work, transparency, impartiality, neutrality, confidence and deep diving into how these skills can be brought together in a certain situation through trainer modelling. Practice sessions were conducted with the trainees. They were given different scenarios (conflict between two colleagues, a colleague struggling to finish their tasks on time in a group, etc) and were asked to share their inputs on dealing with these situations as a Leader. Trainees shared their inputs on how they would handle such situations as leaders.





Personality Development & Career Counselling

WSD Gurgaon hosted 2 training sessions on Personality Development and career counselling by Ms. Tanushree Goswami on 1st July 2024 and 18th September 2024. The sessions delved into understanding personality, its influences, and leveraging unique traits for personal and professional growth. Ms. Goswami emphasized self-reliance, authenticity, and embracing challenges for success. Ms Goswami began by exploring the concept of personality, defining it as a combination of emotional, attitudinal, and behavioural response patterns of an individual. A key part of the session focused on self-reliance, both financially and emotionally. One of the session's core messages was the importance of being yourself. She stressed that every individual has a unique skill set, making competition unnecessary. To achieve personal and professional goals, she recommended embracing challenges as they prepare us for greater success. Career counselling by Ms. Tanushree on 18th September 2024 encouraged trainees to start small and focus on consistent hard work to achieve success, while addressing concerns

about pursuing unconventional careers like singing against familial opposition.

Gender sensitization and Posh Act Training

Two awareness sessions on 'Gender Sensitization and the POSH Act, were organized for two batches of trainees on 29th May and 4th October 2024 respectively. These sessions were led by Dr Mansi Mishra at the WSD Centre for Social Research, Gurugram. The sessions were aimed at raising awareness about gender sensitivity in the workplace, emphasizing inclusivity and respect. Dr. Mishra discussed CSR's mission to empower women through skill enhancement, addressing societal constructs of gender roles. She emphasized gender equality, addressing societal preconceptions and roles.



Session on Artificial Intelligence (AI)

A session on the utilization of A.I. (Artificial Intelligence) in everyday life and the life of an office assistant was conducted on 25th September 2024, at the CSR centre in Gurugram. The session mainly revolved around answering questions like what is the use of AI in everyday life? and how A.I. has changed aspects of Social Media. The session was conducted by Ms. Archana Dhankar, A Global Marketing Leader and Lifestyle Influencer from UK. It introduced trainees to new-found concepts and techniques which can be helpful in their future career paths. The trainees continuously displayed their efforts to learn new things and curiosity about how the AI revolution can change their future on both an individual and collective workforce level, throughout the session. The use of AI is increasing in our day to day life because now we are depending on AI.



Mental Health Awareness Session

Maintaining a healthy work life balance is not an easy task. As majority of our women trainees are and will be first-generation career-oriented women from their respective households. They will need to maintain a healthy balance to tackle work-life stress. Therefore, a Mental Health session was organised on 11th October 2024. An excellent presentation with illustrative examples, was delivered on this topic by Dr Shalley from the ESIC Hospital, Gurugram. The session addressed managing stress, depression, and balancing work and studies, emphasizing the importance of seeking psychiatric help whenever needed without any hesitation of

stigma. This would also help this stigma turn into a myth through such efforts. We plan to introduce additional workshops and seminars, focusing on emerging trends and critical skill sets, in the coming months. These opportunities will be designed to complement the core curriculum and provide learners with a well-rounded educational experience. Our dedicated team of educators and industry experts are passionate about guiding students through these explorative paths, instilling a lifelong love for learning and discovery. Ultimately, the Empower project is more than just an educational initiative; it is a movement towards creating a brighter future for all its participants. As we continue to grow and evolve, we remain steadfast in our mission to inspire and uplift, nurturing the leaders and innovators of tomorrow. By fostering a community of continuous learning, we aim to equip every participant with the tools they need to succeed in an ever-changing world. Together, we are building a legacy of empowerment, one learner at a time. By leveraging technology, we strive to break down barriers and create a more equitable educational landscape.

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A Pilot To Enhance The Income Generation Capacity Of Women Operating Small Scale Buisness

WOMEN SKILL DEVELOPMENT

CSR launched a new skill development programme for women in 2024, to promote women’s entrepreneurship and provide women with a gateway to accessing capital, markets, technical assistance and networks for ensuring the achievement of gender equality through economic participation with support from the Canada Fund for Local Initiatives (CFLI). The project “Building Women’s Resilience through Entrepreneurship: A pilot to enhance the income-generation capacity of women operating small-scale businesses” was initiated on 12th July 2024 with support from CFLI in Delhi and Gurugram. The beneficiaries of the project are women of ages 18–40 with Secondary school education from slum areas, resettlement colonies, and other low-income communities of Delhi and Haryana. The criteria for the beneficiaries is that they be self-employed are survivors of domestic abuse, have limited skills on digital marketing and other skills, but are interested in educating themselves and starting a business. The project aims to enhance the income-generation skills for women entrepreneurs who have small-scale businesses and are

working in service industries, platform economy, and small-scale cottage industries. They will be provided training on basic business management skills, leveraging digital technologies for outreach marketing, and linkages with financial resources.

After considerable time and effort, we have managed to convince and enroll 45 trainees into the program with a promise of the program helping enrich their professional lives by promising to link them with financial institutions for soft loan facilities. The programme provides trainees with Government certification through affiliation with NSDC-MEPSC which further enables them to access capital for starting their business/enterprise through soft loan facilities by leading banks and financial institutions.

This certification will also enhance their credibility and marketability, empowering them to pursue entrepreneurial ventures with confidence. Additionally, the program ensures that participants have the necessary resources to implement their business ideas.

Mobilization Drive and Enrollment

CSR WSD team successfully engaged 75 women entrepreneurs, including SHG members, tailors, and artisans, with active support from Anganwadi workers and community leaders, and more than 30 mobilization drives. To date, 45 trainees have enrolled, meeting criteria set by the Management & Entrepreneurship and Professional Skills Council (MEPSC), with continued efforts underway to increase participation. Mobilization events included visits to organizations such as Very Special Arts India, SOS Children's Villages of India, Learning Links Foundation, Lal Bahadur Shastri Training Institute, and several Tailoring Centres, where CSR representatives presented the program's objectives, addressing queries about the curriculum, class schedules, and outcomes.

The project underscores the urban challenges faced by women, such as limited access to education, employment, and financial assets, coupled with societal stereotypes and domestic responsibilities. It seeks to address these issues by promoting economic participation as a pathway to gender equality. Training sessions incorporate skill-building workshops and provide linkages to soft loans, markets, and technical assistance, enabling participants to scale their small-scale businesses and achieve financial independence.

This initiative not only aims to empower women economically but also works to break down the societal barriers that limit their potential, ensuring that they have the support and resources to thrive in the marketplace.



Community Partnerships and Engagement

CSR also partnered with organizations such as Samarpan Foundation, Ritinjali NGO, and CEHRO for the mobilization efforts, with enthusiastic participation from community members. Women were particularly interested in how the program could integrate with their existing skills like tailoring, and how it could enhance their entrepreneurial prospects. Mobilization meetings emphasized practical outcomes, such as connecting participants to financial institutions and supporting them in navigating entrepreneurial challenges.

Monitoring & Evaluation



The CFLI team, led by Ms. Jasvinder Kaur and Ms. Nabina Shrestha, conducted a monitoring visit, on 4th December 2024, to assess the implementation of our project. They interacted with the trainees, offering encouragement and recognizing their dedication to learning. The team also engaged in meaningful discussions with program management at both the Vasant Kunj and Gurugram training centres to review the progress of the initiative and address any challenges.

During the visit, the team provided valuable feedback to enhance the effectiveness of the program. Their active involvement helped strengthen the relationship between the project teams and ensure the continued success of the training initiatives. The trainees were inspired by the team's visit, reinforcing their commitment to the program and the skills they are gaining for their economic empowerment.

Strengthening Workplace Culture: Gender Sensitization and POSH Training Initiatives

GENDER TRAINING INSTITUTE

The Centre for Social Research (CSR), in its relentless pursuit of a violence-free, gender-just society, has marked four decades of pioneering research, capacity building, and advocacy. As a testament to its unwavering dedication, CSR has been recognized as a nodal agency by the National Commission for Women (NCW) for implementing 'Gender Sensitization & Prevention of Sexual Harassment (PoSH) Act Training programs' across India. CSR proudly serves as the External Member for nearly 30 Internal Committees (ICs) established under the PoSH Act, 2013. It underscores our dedication to not only ensuring legal compliance but also the promotion of gender equality and safety ethos within diverse entities through committees spanning a diverse array of ministries, organizations, and corporations, in public and private sectors.

Highlighting our recent endeavours is the Gender Sensitization Training Workshop conducted at the Securities and Exchange Board of India (SEBI) on January 23, 2024. This session intricately merged legal compliance with the broader goals of gender sensitization

under the Prevention of Sexual Harassment Act. Additionally, CSR organized a virtual meeting on January 24, 2024, dedicated to the Department of Post, Ministry of Communication emphasizing the significance of fostering a workplace culture that is safe, respectful, and compliant with the PoSH Act while promoting gender sensitivity. The meeting aimed to educate and raise awareness about the importance of implementing robust PoSH policies, ensuring that all employees are equipped with the knowledge to recognize, prevent, and address sexual harassment. This initiative underscores CSR's commitment to advancing gender equality and creating workplaces where every individual feels respected and valued.



Ministry of Parliamentary Affairs

A noteworthy highlight of our recent endeavours includes the Gender Sensitization Training Workshop held at the Securities and Exchange Board of India (SEBI) on 23rd January 2024. This session focused on the crucial aspects of the Prevention of Sexual Harassment Act, merging legal compliance with the broader goals of gender sensitization.

Department of Post, Ministry of Communication

A virtual meeting dedicated to the Department of Post, Ministry of Communication, was conducted on 24th January 2024. This meeting emphasized the importance of fostering a workplace culture that is both safe and respectful, ensuring compliance with the PoSH Act and promoting gender sensitivity.

Employees' State Insurance Corporation (ESIC), SRO, Gurugram

The Centre for Social Research (CSR), a committed advocate for a violence-free, gender-just society, recently marked another successful chapter in its mission to foster awareness and education on crucial gender issues, through its 27th March 2024, 'Gender Sensitization & Prevention of Sexual Harassment (PoSH) Act Training Program' at the Employees' State Insurance Corporation (ESIC), Sub Regional Office in Gurugram.

Ministry of Parliamentary Affairs

A learning session on 'Gender Sensitization and Posh Act' was conducted at the Parliament Annex, on May 19th for the staff members of "Ministry of Parliamentary Affairs". The session was delivered by Dr. Manasi Mishra, Head of the Research and Knowledge Management Division at the Centre for Social Research (CSR). 65 people attended this session. The session aimed to provide a deeper understanding of gender equality and women empowerment and equip women with their basic rights for excelling in their workplace.

National Institute of Defence Estates Management (NIDEM)

The Centre For Social Research (CSR) conducted an informative session on the 24th of April 2024 at the National Institute of Defence Estates Management (NIDEM). The topic of the session was "Gender Sensitization and POSH Act", and it was delivered by Dr. Manasi Mishra, Head of the Research and Knowledge Management Division at the CSR. During the session, Dr. Mishra delved into the specifics of the Prevention of Sexual Harassment (POSH) Act, outlining its key provisions and the responsibilities of employers and employees under this legislation. She emphasized the significance of creating a safe and supportive atmosphere where all members feel valued and heard.

Punjab Municipal Infrastructure Development Company (PMIDC)

A training session on "Gender Sensitization and Posh Act" was conducted by the Centre for Social Research (CSR) at PMIDC, Punjab, on June 28, 2024. The session was led by Dr. Manasi Mishra, and attended by participants from various parts of Punjab. Its aim was challenging existing gender stereotypes and providing a new perspective.

National Institute for Entrepreneurship and Small Business Development (NIESBUD)

Another significant achievement in 2024 was CSR's involvement in conducting two training sessions on Gender Responsive Budgeting (GRB) at the National Institute for Entrepreneurship and Small Business Development (NIESBUD) in Noida on October 24. The sessions focused on the tools and international experiences of gender budgeting, providing participants with a clear understanding of how gender considerations can be integrated into public finance management. The sessions included dynamic discussions and group activities, such as analysing the Global Gender Gap Index, which deepened participants' understanding of the global context of gender budgeting and its relevance in shaping inclusive policies.



Central Bureau of Investigation (CBI) & Department of Telecommunications (DoT)

CSR's outreach reached new heights in December 2024, with impactful sessions organized with prominent government bodies. On December 5, CSR participated in a webinar hosted by the Central Bureau of Investigation (CBI), educating more than 160 participants about the PoSH Act. This session, conducted during PoSH Act implementation week, aimed to spread awareness about the law and its practical application. Later in the month, on December 10, CSR conducted a session at the Department of Telecommunications, where Dr. Mishra addressed common workplace issues faced by women, such as comments on attire and commuting. The session allowed participants to share personal experiences and

discuss appropriate responses to such comments, fostering a deeper understanding of the challenges women face in the workplace.

Indian Council of Medical Research (ICMR)

Another notable session took place on December 11, when CSR delivered a talk on awareness about the PoSH Act at the Indian Council of Medical Research (ICMR). This hybrid session was attended by over 150 participants in-person and virtually. The session encouraged discussions on real workplace situations and sought solutions to issues related to workplace harassment. It also provided invaluable insights about how the PoSH Act can be applied in diverse settings to address challenges faced by women employees.



Prof. Hagengruber on Gender and Philosophy at CSR

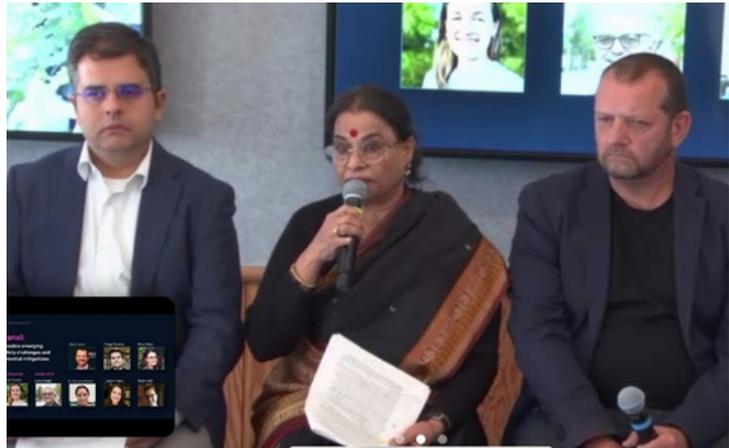
KNOWLEDGE AND RESOURCE MANAGEMENT

CSR, in the month of November, had the honor of hosting Prof. Ruth Edith Hagengruber, a distinguished German philosopher and professor, for an insightful discussion on “Economics and Technology from a Gender Perspective” and the history of women philosophers. Prof. Hagengruber, who heads the Department of Philosophy at the University of Paderborn and directs the Center for the History of Women Philosophers and Scientists, is renowned for her work on rediscovering women’s contributions to philosophy and economics. The event commenced with a

warm welcome from Dr. Ranjana Kumari, Director of CSR, followed by an inauguration by Sandeep Kumar Dubey, Program Director of the Hanns Seidel Foundation India. Prof. Hagengruber shared her pioneering work on EcoTechGender, which focuses on the intersection of economic ethics, technology, and gender inclusivity. She also highlighted women philosophers’ historical contributions, emphasizing the need to revise patriarchal narratives in philosophy and economics. This event marked an inspiring step toward building a future that values inclusivity.



Dr. Ranjana Kumari, participated as an expert panelist at the Meta Presents: Spotlight on GenAI Safety Conclave. She shared insights on the ethical and societal impact of GenAI, emphasizing collaboration to foster safer, inclusive digital spaces, reinforcing CSR's commitment to trust and safety in technology.



Team CSR joined High Commissioner Cameron MacKay and the Canadian Embassy team at the event on Advancing Women's Political Empowerment. The gathering highlighted collaborative efforts to promote gender equity in political spaces, fostering dialogue on strategies to increase women's participation and leadership, reinforcing a shared commitment to inclusivity and empowerment.

We are Proud to announce our Director, Dr. Ranjana Kumari, delivered the keynote address at the Asia Women Leaders Forum International Pre-Summit 2024 in Bangkok. Sharing the stage with leaders like Mr. Abhisit Vejjajiva and Princess Norodom Rattana Devi, she celebrated Asian women's resilience and transformative contributions to social change and human rights.



Dr. Ranjana Kumari met with the Dutch Ambassador to India and Karen Burbach, Head of the Taskforce on Women's Rights and Gender Equality, to discuss collaborations for gender equality. They shared insights on leveraging digital platforms to amplify women's voices and foster inclusion, emphasizing international cooperation and impactful local initiatives.

The CSR team met with the Punjab Municipal Infrastructure Development Company (PMIDC) to explore collaborative efforts in revolutionizing drinking water supply systems in Amritsar and Ludhiana. The initiative aims to enhance water accessibility, sustainability, and quality, contributing to improved public health and infrastructure in these key urban centers.



On March 8th, the National Institute of Biotechnology (NIB) hosted a vibrant celebration of International Women’s Day. Dr. Manasi Mishra, Head of Research and Knowledge Management, attended the enriching event, contributing her insights and expertise to discussions on empowering women and fostering gender equality in science and innovation.

CSR is delighted to have participated in the Meta Digital Suraksha Summit. The session was inaugurated by Antigone Davis, VP and Global Head of Safety, who unveiled Instagram’s new initiative aimed at enhancing user safety and promoting responsible digital engagement. The event marked a milestone in advancing online safety measures.



Jyoti had the pleasure of meeting Joanna Rice, SVP and Global Head of Social Impact, at Match Group’s New York office. Joanna’s warmth, encouragement, and inspiration were truly uplifting. It’s always a delight collaborating with Match Group’s incredible team as we work together to create safer online spaces.

Dr. Manasi was invited to attend the Aspen Network of Development Entrepreneurs (ANDE) event on May 22, 2024, at the India Habitat Centre. The event focused on promoting entrepreneurship and sustainable development, showcasing innovative solutions, and fostering collaboration to support small businesses driving economic growth and social impact.



Participants of the Bhisé Global Learning Experience from Adelphi University, New York USA, visited the Centre for Social Research (CSR) on 12th Jan 2024 to explore the intricacies of domestic violence cases, with a particular focus on the experiences of scheduled caste women. The session provided valuable insights into the unique challenges faced by marginalized communities.

The SEBI Financial Literacy Session held on April 5, 2024, at the Centre for Social Research (CSR). The session aimed to educate participants on financial management, investment strategies, and key financial regulations. It empowered individuals with essential knowledge to make informed financial decisions and enhance economic well-being.



HBF visited the Centre for Social Research (CSR) on September 11, 2024. The visit focused on discussing collaborative efforts and exploring potential partnerships to address critical social issues. It provided an opportunity to share insights and strengthen the commitment to advancing the welfare of marginalized communities.

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Join us in our mission under #CSR_India.

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To Our Partners

The Centre for Social Research extends heartfelt gratitude to our esteemed partners for their unwavering support throughout the year 2023.

We are deeply grateful to our invaluable partners for their unwavering support and collaborative spirit throughout the past year. Together, we've achieved significant progress and meaningful change in social research and advocacy. Looking ahead, we're inspired to continue our shared mission of building a more inclusive and equitable world. Thank you for your steadfast partnership, and here's to another year of impactful collaboration.

We also want to convey our profound gratitude to our previous and current allies who have helped us in attaining our goals.



Financial Summary (2023-24)

Balance Sheet

ASSETS	(AMOUNT IN LACS)
Fixed Assets	₹ 709
Investment	₹ 641.3
Grants Accrued But Not Received	₹ 3.14
Sundry Receivables	₹ 222.93
Cash & Bank Balance	₹ 2,329.54
	Total Cost: ₹ 3,907.03
LIABILITIES	
Corpus Funds	₹ 2,249.01
General Funds	₹ 1,553.71
Unspent Project Grant	₹ 18.39
Current Liabilities & Provisions	₹ 85.92
	Total Cost: ₹ 3,907.03

Income & Expenditure Account

INCOME	(AMOUNT IN LACS)
Grant Available For The Year	₹ 223.73
Donation & Other Income	₹ 13.32
Interest Received From Investments	₹ 54.73
Rent Received	₹ 202.09
Net Consideration on Sale of Land	₹ 1,364.88
	Total Cost: ₹ 1,858.75
EXPENDITURE	
Total Project Expenses during the Year	₹ 243.61
Administrative Expenses	₹ 131.25
Depreciation	₹ 31.41
Excess of Income Over Expenditure	₹ 1,452.48
	Total Cost: ₹ 1,858.75

Team CSR India



From L-R: Waseem Khan, Sandeep Gupta, Vijay Pal, Gaurika Dhawan, Asmita Singh, Dr. Manasi Mishra, Suresh Sankhwar, Dr. Ranjana Kumari, Ketaki Ruchika Singh, Jyoti Vadehra, Abhishek Kumar Jha, Nisha, K K Bala, Dr. Naveen Kumar, Anil Kumar, Policarp Ekka, Saquib Jamil, Manoj Kumar

Trust and Safety Festival India

OCTOBER 2025

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THEMES

Combatting digital harms of online child sexual abuse (CSAM)
Empowering survivors of non-consensually shared intimate images
(NCII)

Detecting and removing harmful AI generated content such as
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Fostering youth well-being online

Tackling online scams and frauds

Mitigating abuse in end-to-end encrypted spaces

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