a space of their own

CEQUIN
3 YEAR REPORT
March 2009 - March 2012
FOREWORD

Three years ago we set out on a journey—an aim to create a women’s rights organisation, which has a fresh take on feminism, and one that the younger generation could relate to. The contribution of the women’s rights movement of the past decades has had a profound impact on the lives of Indian women. Indeed, many of the freedoms we take for granted today are the rich legacy of this movement. If we look at the present day context, a large number of young women with excellent academic records and chasing their equal space alongside men. However, this is only a small part of the picture. The larger scenario is far more grim—with continued gender discrimination and increasing violence against women, India is at the bottom of international reports on gender equality indicators.

A fresh discourse on women’s rights is the need of the hour—one that is inclusive and responsive. We need an approach which accommodates choice—from harama to hijra, from sex workers’ rights to maternity rights, from a woman’s right to abortion to a female foetus’ right to be born.

The new discourse must engage with men, with this understanding that gender disparity negatively impacts men and women alike, and society as a whole.

Our years at UNIFEM and other professional assignments that we have undertaken in the course of our career, equipped us for the job in hand. We took the plunge in 2009 by establishing the Centre for Equity and Inclusion (CEQUIN). It came into being after months of brainstorming sessions with so many of our friends and partners. It was set up as an autonomous wing of the Jamia Masjid Trust (JMBT), which has been in existence since 1948. While the institutional support has been a huge advantage of being a part of the JMBT, CEQUIN has also had the space to work independently and chart its own course. CEQUIN’s humble beginnings of the past three years which forms a component of the JMBT, accounts are also included in this report.

Initially CEQUIN engaged in a variety of interventions towards women’s empowerment, with an effort to be strategic and innovative. Ateliers so far have been primarily with women from marginalised communities dwelling in the slums around Jamia Nagar, New Delhi. Sports for women’s empowerment and the annual Jamia Bazaar have emerged as CEQUIN’s highly successful flagship initiatives. Policy advocacy on gender-based violence in public spaces is an equally significant aspect. In order to effectively bring in women’s voices to decision making and realise their citizenship rights, it is critical to address the gap in women’s participation in public life – this is the area of violence. CEQUIN has been spearheading the movement for a violence free, gender-friendly public environment to promote access and mobility of women.

At our Centre in Jamia Nagar, efforts have been to provide a one-stop shop for a range of women’s needs, including health and nutrition promotion, functional literacy, livelihoods creation, access to justice, leadership and empowerment through group mobilisation. The Jamia Centre has served as a laboratory for social change as we observe tangible progress through our daily interventions.

The last three years are critical for an organisation. It is a time to take stock, introspect and plan for the future. These formative years have seen CEQUIN take shape, evolve and carve its own identity. Hence we felt the need to publish a cumulative three-year report that maps the CEQUIN initiatives, providing the rationale, processes and their impact—from fledgling steps to confident strides. The case studies illustrate the small but incremental changes that will gain momentum in the right direction. As we move on to our fourth year of existence, CEQUIN is poised for a big leap forward, both geographically as well as qualitatively.

We would like to take this opportunity to thank our advisory board, donors, partners, colleagues, volunteers, friends and well-wishers, without whose unflinching support, the dream of CEQUIN could not have materialised.

Sana Pithi and Leena Prehni

ACKNOWLEDGEMENTS

There are so many people to thank, institutions to be acknowledged, all our volunteers who shared their time and did things that benefited the cause in their own ways—the list continues to grow... we at CEQUIN are grateful for all their support and hope it shall continue to be with us to work effectively for women’s empowerment.

Our special thanks go out to:

Smt. Sheila Dixit, Chief Minister of Delhi — who has been a source of great inspiration and guidance.

Smt. Syeda Hameed, Member Planning Commission — for handholding us and providing invaluable guidance.

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Open Space Foundation — Smt. Sheila Zindal who supported our school initiative.

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VISION
CEQUIN seeks a world which consciously promotes equality and inclusion, where poverty and discrimination have been overcome and excluded people, especially women, live with dignity and security.

BELIEF
Women and other excluded people have the right to lead a violence-free life, develop their capabilities, have ownership and control of resources and participate in decision making.

MISSION
CEQUIN’s mission is to work towards equity and women’s empowerment, through a rights-based approach undertaking capacity building, partnership building, research and advocacy.

APPROACH
- Efforts should be made to work in new emerging areas, with diverse stakeholders and innovative methods.
- Micro-level voices in the development sector should be connected to that of the micro level so that theoretical discourse is aligned with that of the practitioner’s.
- Civil society efforts need to be synergized with that of the government of the day to find long lasting solutions to the problems faced by the excluded, especially women.
- Efforts to be made to transcend the welfare mode of charity and doles, to that of social enterprise and entitlements.
- We need to create a feminist approach that looks for active partnership with men.

FOCUS AREAS
- Promote women’s political participation and leadership building.
- Address violence against women and girls.
- Promote women’s economic empowerment.
- Promote women and girls’ health and wellness.
Introduction

The Centre for Equity and Inclusion (CEQUIN) is a non-profit organization working towards the empowerment of marginalized and excluded sections of the population. Its focus is on women in particular. The organization was set up in 2008 by Sara Pilk and Lora Prabhu—who have worked extensively in the development sector for the empowerment of women.

Gender inequality is a global concern. Goal 3 of the Millennium Development Goals specifically addresses gender equality and women’s empowerment. Some of the better known shocking statistics globally are:

- Women’s nominal wages are 17% lower than men’s.
- Women perform 66% of the world’s work, produce 30% of the food, but earn 16% of the income and own 1% of the property.
- In some regions, women provide 70% of agricultural labour, produce more than 90% of the food, and yet are nowhere represented in budget deliberations.
- 80% of women workers are considered to be in vulnerable employment in sub-Saharan Africa and South Asia. (www.unfem.org)
- Unpaid work including housework and care of children and the elderly in homes and communities has been estimated at 10% to 39% of GDP by UNIFEM, 2010. (Human Development Report, 2010)

India has become the third largest economy in terms of purchasing power, and its consistent growth rate places it second only to China. The poverty levels officially show a drop from 46% of poor in 1986 to 28% in 2008. However, when one looks at how India fares in terms of gender inequality, the figures are shocking, falling in the category of ‘low human development’ according to the Human Development Index (HDI). Gender index in some of the states in India are worse off than sub-Saharan Africa. Two of the most reliable international ranking on gender index are provided below:

- Global Gender Gap Report 2008 of the World Economic Forum ranked India at 114th among 134 countries. India was ranked 134th in health gender gap, 121st in education gap and 127th in economic participation and opportunity gap.
- The United Nations’ Human Development Report 2010 ranks India at 122 among 138 countries for which the gender inequality index was calculated. Pakistan is at 112 and Bangladesh at 116.

Maternal Mortality Ratio (MMR), a critical indicator of women’s status in society, continues to be abysmal at 467 per 100,000 live births. The risk of death in childbirth can be reduced through basic education, adequate nutrition, and access to contraceptives, antenatal health services and skilled attendants at birth. However, these services are still denied to many women. Despite a fall in the MMR in India, the figure still remains shockingly high.
Further, reduction in female mortality has been countably balanced by sex-selective abortions. Sex ratio, implying the number of females per 1,000 males, is an effective indicator of the status of women in society. The current sex ratio in India as per Census Report 2011 is 940 females/1,000 males. The state of Haryana has the lowest sex ratio of 877 females per 1,000 males.

**Origin and Focus**

It is in this context that CQIUN was founded—with the view to actively promote women’s right to non-discrimination and equality, CQIUN believes women have the right to lead a violence-free life, develop their capabilities, to have ownership and control of resources and participation in decision-making. Further, substantive equality for women can be achieved only through equal opportunities, access and outcomes. And to realize this, creating a facilitating environment is imperative. The process of creating a gender-sensitive environment takes into account the specific concerns of women and men. This process involves education and sensitization along with proactive governance to create a climate conducive for women to live with dignity and reach their full potential, contributing to the nation’s prosperity.

According to the founders, Sania and Lora, “CQIUN’s mandate is to work with marginalized groups for inclusion—hence urban poor Muslim women. We may consider working with other marginalised groups as well in the future. Our approach is to bridge the macro and the micro, global-local, working at the grassroots level as well as at the policy level. The project level becomes a ‘laboratory’ for social change, which in turn informs our national level policy advocacy.” In order to achieve these goals, CQIUN firmly believes that empowerment can be achieved by making efforts to transcend the welfare mode of charity and doles, that of social enterprises. It engages the organisation with the local community in a range of activities and in providing services, as well.

Broadly the CQIUN projects are:

1. **Centre-based activities with a targeted population:** Many of these programs are conducted by the Gender Resource Centre/Sanjay Sudhakar Kendra, established in partnership with the Delhi Government. It provides information about various Delhi Government schemes, including the local Unique Identification Number (UID) or Aadhar Center. The most significant highlights include the annual three-day Jamia Bazaar, establishment of the self-help groups, regular health and nutrition camps, legal counseling, adult literacy classes, livelihood development, leadership building, etc.

2. **Advocacy and campaigns:**like the Make Delhi Safe Campaign (whose head ambassador is the cricket team Delhi Daredevils): gender-based violence in public spaces (research, publication, conference).

3. **Leadership Building:** Women and Girls’ participation is promoted through capacity building. Community resource persons have received training in human rights, law, health and collective action. Programmes with sports as a focus have been introduced. It is seen as an innovative tool for building leadership and confidence in the young girls. In a context where socio-cultural constraints severely curtail girls’ mobility and access, “football for empowerment” has successfully taken off in Jamia Nagar. CQIUN has signed an MoU with the All India Football Federation (AIF) to promote women in soccer nationally.

The number of beneficiaries over the three years, since CQIUN’s inception, have been shown in the table on the facing page.

<table>
<thead>
<tr>
<th>COMPONENT</th>
<th>April 2009</th>
<th>April 2010</th>
<th>April 2011</th>
<th>April 2012</th>
<th>TOTAL</th>
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<tr>
<td>Nutrition Camps</td>
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<td>725</td>
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<td>Health Camps</td>
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<td>1,093</td>
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<td>Weekly OPD</td>
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<td>1,163</td>
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<td>Legal Awareness</td>
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<td>693</td>
<td>1,910</td>
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<tr>
<td>Legal Counseling</td>
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<td>67</td>
<td>54</td>
<td>162</td>
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<tr>
<td>Non-formal Education</td>
<td>120</td>
<td>155</td>
<td>89</td>
<td>264</td>
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<tr>
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<td>150</td>
<td>209</td>
<td>230</td>
<td>589</td>
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<tr>
<td>Sanjayan Sudhakar Kendra</td>
<td>894</td>
<td>3,776</td>
<td>2,047</td>
<td>6,717</td>
<td></td>
</tr>
</tbody>
</table>

**Jama Nagar**

Jama Nagar is in South Delhi, on the fringe of a cluster of the richest localities of the capital. Yet the lack of infrastructural development, provision of basic amenities, the congested lanes and the extreme poverty, with the exception of a few households is in marked contrast to its neighbourhood. Jama Nagar used to consist of a mixed population of Hindus and Muslims. Most of the inhabitants were farmers. Today, most of the population in Jama Nagar area are migrants from states like U.P., Bihar, Assam and Bengal. They belong primarily to the Muslim community. Even with the establishment of Jamia Millia Islamia, a leading university, the Muslim community in this area is ghettoized and isolated from the larger opportunities that the capital offers. This is particularly true of the women who have barely moved out of this area. There is very little interaction that the rest of Delhi has with this area. Hence, CQIUN opted to cater to the women and girls from in and around the area comprising congested clusters of poor and predominantly Muslim households.

The Sachar Committee Report, 2006, through its empirical analysis established the fact that the Muslims, the largest minority community of India, constituting 13.4% of the population, were seriously lagging behind in terms of most of the human development indicators. Studies reiterate that Muslim women are amongst the most disadvantaged, economically impoverished, and politically marginalized section of Indian society.

Geographically, Muslims are poorest in the north, as compared to their relative situation in the south and west regions of India. 35.7% of the Muslim population is concentrated in urban areas as compared to the overall urban population of 27.8%. Linked to issues of identity and security, what is observed is the increased ghettoisation and shrinking of common spaces for Muslims across the country, particularly in communal sensitive cities. A ‘safe space’ for Muslim women (for physical protection and protection of identity) is within the boundaries of home and community. Hence, beyond the walls of the ghetto are seen as unsafe and hostile. The sense of ‘security’ in the ghetto is effect by the complete neglect by municipal and government authorities. Water, sanitation, electricity, schools, public health facilities, etc. are all in short supply in these areas. This impacts women disproportionately higher, leaving them out of the loop of development.

The Muslim Women’s Survey (MWS) of 2000 presents a picture of glaring inequalities—social and economic, political—that consistently define and circumscribe women’s lives. All women and Muslim women in particular. Inequalities persist in at least two areas:
socio-economic status, education, and work, even as gender inequalities pervade marriage, mobility, and autonomy across the board. Comparatively more Muslim women are literate than their Hindu counterparts. According to the survey, 55% of them have never attended school, and less than 10% have completed schooling. Few Muslim girls have gone beyond primary education and even fewer are retained beyond the age of 15 years. According to the survey findings, socio-economic status and a clear gender bias are the key constraints on Muslim women’s education. The north zone with high levels of poverty and low levels of schooling demonstrates this most glaringly. A general deference of continuing education for girls is linked to the desirability of early marriage for them as indicated by the mean age at marriage of 15.6 years all-India and in the rural north. It slips even further to 13.9 years. The majority of Muslim women are engaged in the informal sector—self-employed or low-paying often semi-skilled home-based work, casual laborers, domestic workers—a sector characterized by low wages, poor working conditions, lack of social security and absence of bargaining power due to sub-contracted work through middle-men. Most Muslim women are typically engaged in sewing, embroidery, nari work, urban work, ready-made garments, aganabi sitting, and bonded work. The purdah and cultural restrictions are invariably cited as the sole explanation for Muslim women’s low work-force participation rate. However, low education, lack of skills, lack of access to credit and markets, low mobility and domestic constraints, combine to hold back these women.

Ghettoisation has increased the exclusion of poor Muslim home-based female workers, hindering their ability to organise into collectives. Muslim women have minimal participation in government microfinance programmes such as self-help groups, watershed programmes and Panchayati Raj. There is hardly any awareness, or awareness of, government schemes. Even balwadis seem inaccessible to over 75% of them in the survey and only 3% were aware of women specific development programmes. One of the most striking findings of the survey is the extreme restriction on mobility, with over 75% reporting that they need permission of their husbands for virtually any activity, in areas of decision-making, less than 10% of the respondents report taking independent decisions and only 30% say they participate in decision-making jointly with their husbands. Freedom of movement and decision-making indices indicate the low level of autonomy of Muslim women in India.

Given these odds for the Muslim urban poor women, CECQUIN decided to establish its flagship centre in Jamia Nagar, after conducting a comprehensive survey. It was a door-to-door survey conducted by five members of the CECQUIN staff, who used the Delhi Government’s Mission Convergence form. It is a detailed form in Hindi asking for details such as:

- How many years have you lived in Delhi?
- What is your caste?
- What is your religion?
- Do you live in rented or your own accommodation?
- What kind of official document do you hold—a ration card, or a Below Poverty Line (BPL) card?
- What is your profession—a daily wages labourer, a government employee, garbage collector, cycle rickshaw puller, or unemployed?

Conducting the survey was an extremely time consuming task since the CECQUIN staff had to visit the catchment area of Jamia Nagar, which included shanties and a large migratory population. Yet, by the end of the second phase (May-Aug 2009), 10,174 houses had been covered. Of these 7,568 forms had been corrected and completed. This was achieved, even though 2,103 houses were found to be locked, 718 houses refused to answer the survey and 187 houses were permanently locked. This survey helped to identify the vulnerable households that CECQUIN needed to target. It also helped identify gaps in the developmental work that has taken place in this area over the years.

This rich empirical data that CECQUIN frequently uses for its outreach programmes. It continues to add to this database, since it is constantly being revised. This is done by word-of-mouth references and walk-ins. The details are then entered into the customised computerised central database system.

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Gender Resource Centre

CGRUDD set up its Gender Resource Centre (GRC) in March, 2009 in Jania Nagar. It was established under Delhi Government’s flagship programme Mission Convergence through the collaborative Public Private Partnership (PPP). The GRC was formed to take care of all dimensions related to women’s empowerment in a holistic manner, and it is envisaged as an instrument to bring social, economic, and legal empowerment of women, particularly those belonging to the under-privileged sections of society.

Samajik Suvidha Kendra

According to the Delhi Government, the role of the GRC has been enhanced so that it becomes a truly robust instrument of community outreach, with the Samajik Suvidha Kendra (SSK) at each GRC becoming the first interface for the public of the community. The GRC-Samajik Suvidha Kendra is to look after the needs of the whole family, children, adolescents, youth, senior citizens, differently-abled, besides women who are already covered under GRC. There has to be an emphasis on the most vulnerable people like the homeless, households headed by women, families involved in certain trades like rag-pickers and sex workers.

CGRUDD ensures this by direct intervention in the local community through the existing GRC-components and non-formal education training, creation and sustaining self-help groups and offering legal counseling and training paralegal volunteers. It also creates awareness about the government entitlements and empowers them to come to GRC to avail the benefits. The aim is to disseminate information about the aforesaid government departments that CGRUDD is working with. It is a one-window scheme to provide information about the following departments:

- Women and Child Development
- Labour
- Education
- Social Welfare
- SC/ST Minority
- Information Technology
- Health or Ashriya Swasthya Bima Yojana (ABY)
- Food and Civil Supply
- Urban Development

The Samajik Suvidha Kendra (SSK) was initially set up by CGRUDD in collaboration with Jania Mila Islamia. CGRUDD is facilitating access by providing relevant forms and educating people about their entitlements, through the help-desk counselor and community mobilizers. Recently, the SSK has also been appointed as a booth to issue the Aadhaar card under the Unique Identification Project (UID) of the Central Government. The
CENTRE has undertaken exhaustive surveys of vulnerable households for the comprehensive database of the Delhi Government. So far the Centre has reached out to 6,717 beneficiaries – 894(41), 2,576 (72) and 2,047 (72).

According to Farhat, who is in charge of the desk and management of the CEQUN database, “The Centre is responsible for the six schemes announced by the Delhi Government and its nine departments. Some of the schemes implemented at CEQUN include: Old Age Pension, Widow Pension, Disability Pension, National Family Benefit Scheme, Leprosy, Jeevan Jyoti Sajeev Jeevan, Construction Workers Registration Scheme, National Health Mission Scheme and SC/ST/Minorities Educational/Health.”

There are regular vocational training classes held on the premises of the Centre, catering to batches of students with a training period of a minimum of three to six months. These classes are organized according to the following schedule:
- Stitching and tailoring: Mon-Sat
- Art and craft: Mon-Sat
- Beauty culture: Mon-Sat
- Remedial classes for women, and children who have dropped out of school: Mon-Sat
- Samajik Sewa Kendra: Mon-Sat
- Legal counseling: Friday, 3:30-5:30 pm.
- Health camps: Once every two months.
- Doctor’s visits: Second and fourth Wednesday of the month, 3:00-5:00 pm.
- Nutrition camp: Third Saturday of the month.

The centre is a training program for women and children from approximately 10,000 urban poor households. The identified areas of the Centre’s operations are run by Jyoti Nager, covering vulnerable clusters of Taimoor Nagar, Bhandari Nagar, Neelam Nagar, Zulfiqar, Rais Butti, Gaffar Manzil, Jeevan Jyoti, Okhla Village, Okhla Industrial Estate, Hauz Khas, Neelam Nagar, Ajanta Bazar, Faridi Bazar, Gaffar Manzil, Neelam Nagar, Aman projections, Okhla Industrial Estate, Okhla Industrial Estate and New Friends Colony. These clusters are over poor and predominantly Muslim households. The extensive slum area comprises of temporary shacks housing hundreds of households. Many poor families also live in overcrowded, unauthorized constructions.

COMMUNITY MOBILIZATION
CEQUN has a team of community mobilizers, which includes men and women. 15-year-old Neeraj, one of its dedicated members, describes how they have created a general plan to mobilize community for specific projects, but at times they tweak their methodology depending upon the requirements of the project or in accessing the target community. The idea is to invite their target group of urban poor, predominantly Muslim, according to Neeraj, to “If we have to organize a health camp, we go from door-to-door, visiting slums, talking about CEQUN and its programme/facilities. We also make announcements at the local mosques or temples. We use cycle-rickshaws or auto-rickshaws, making announcements using a megaphone and distributing pamphlets, written in Hindi, that give information and details about the courses and services that we provide. We organize community meetings. These are usually conducted in a local home where approximately 15-20 women are able to collect comfortably and talk. We are inevitably asked many questions about who can attend, but we stress that the courses at CEQUN are meant only for girls. We have faced many challenges, including having the door shut in our faces. We visit the households between 10.30 am – 5.30 pm, any day from Monday to Friday. Our target is fifty households per day and we meet it. Initially when CEQUN started, people did not speak well to us, they were very rude but much of this hostility has now reduced considerably. A constant predicament that we work primarily with a migratory population, so people who are familiar with CEQUN often move to other areas.”

INCOME GENERATING SCHEMES: A PROFILE
“I was unable to continue my education because of my financial problems,” explains 18-year-old Sana. Her father is a carpenter, who is unemployed and he finds it hard to make ends meet and support his three children. He neither supports the family by stitching clothes, Sana says. I have seen my family struggle for years together and I often get frustrated with my inability to help my family. I was looking for an opportunity to contribute to the welfare of my children and study and crafts classes run by CEQUN.

To learn a skill without an additional financial burden to their meagre resources was just too good to be true for Sana, who has seen the family struggle for years. She then began to learn the art of making teddy bear toys and gel candles in the six-month vocational education training. Sana received guidance at each step for marketing her products. She managed to sell big teddy bears for ₹350 and small ones at ₹250. She even succeeded in selling 15 gel candles for ₹150 each. Sandeep says, “I am so relieved that I can finally help my family. I am very grateful for the many skills that I have learnt at CEQUN so far.”

The long-term vision for this project is to make it a self-sufficient business and to make it employable. So far more than 589 women and girls have benefitted from these training sessions – 190 (Y1), 209 (Y2) and 230 (Y3). The guiding approach of CEQUN is to be innovative, catalytic and sustainable.

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VOCATIONAL TRAINING
Another very significant contribution of CEQUN is to impart vocational training to the local women and girls. But we have not yet identified the skills that are required by the community. We have had training sessions in needlework, sewing and beauty training. The choice of vocational training was made completely based on the demands from the community. The approach aims to go beyond skill building and to translate vocational training into economic empowerment by not only teaching a useful skill, but also empowering the women by teaching them how to do costing (including calculating their own labour costs), make balance sheets and marketing strategies. The strategy being employed is to train and empower women with business management skills and make them employable.

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LONG-TERM VISION FOR THIS PROJECT IS TO MAKE IT A SELF-SUFFICIENT BUSINESS AND TO MAKE IT EMPLOYABLE. SO FAR MORE THAN 589 WOMEN AND GIRLS HAVE BENEFITED FROM THESE TRAINING SESSIONS – 190 (Y1), 209 (Y2) AND 230 (Y3). THE GUIDING APPROACH OF CEQUN IS TO BE INNOVATIVE, CATALYTIC AND SUSTAINABLE.
Walking Hand-in-Hand

"If I were educated, maybe even I could have got a small job somewhere and made at least a little contribution in shouldering my husband’s responsibilities," says 24-year-old Shehnaz. She was married at a young age because her father had severe financial constraints. But marriage unfortunately did not break her relationship with poverty. Her husband Aijaz earns barely ₹5,000 per month. With this meagre income, he is not only taking care of his family but is also supporting his father and four unmarried sisters who live with him. Shehnaz says, "We struggle to provide medical care for my ailing father-in-law. The young sisters are also a matter of great responsibility. When I was young I used to cook for my husband's daily meal and sometimes I used to cook for my sisters as well."

Shehnaz's sister told her about the "beautician's course" run by CCFUN. When she learnt that there was the possibility of her getting a job, she immediately enrolled for it. The hands-on training helped her quickly equip herself with the skills that were required in the market. She got an opportunity to do an internship which made her confident in her work. Immediately after the course, she was employed at Apple Beauty Parlour. Shehnaz is now contributing to the family income by ₹2,000. "I am so happy that my husband never has to work and now we can, together, shoulder the household responsibilities."

Cutting and Tailoring

Priti, the trainer in charge of the cutting and tailoring classes says that in her course, "we have a mixed group – we get women of all ages. This course too began in September 2009. During the course, we teach them basics like making clothes for babies, salwar kameez and petticoats. In the advanced course, we teach them how to make shirts and trousers as well.

Our biggest challenge has been, and continues to be, that these women are illiterate. So teaching them measurements is an extremely tough proposition. We have to resort to teaching them the basic numbers but also how to measure using the span of their palms. We have to teach them concepts like a quarter, by taking one kilogram of sugar, and dividing it into four equal portions. It is only then that these women understand the concept."

Those women who have been trained have found jobs with boutiques, but prefer to work for themselves and from the safety of their homes, as this also pays better. For instance stitching a salwar kameez would only fetch them ₹40 in a boutique, but if they did it for themselves at home, it would pay them between ₹120 - ₹150 per garment. Unfortunately, these women are not permitted by their families to travel. Otherwise they could find employment with export houses, but most of these offices are either in Noida or Okhla industrial areas.

At the Jania Bazaar, the women trained at the Centre in cutting and tailoring sell the products that they have made. More importantly, all the women trained are taught how to prepare a business plan and cost their items. This includes adding a cost to their labour in making the items or providing a service (as in the case of a beautician).
A Stitch in Time Saves Lives

A mother of four, 34-year-old Shaheen has many daily challenges to face. Her husband works in printing press where he gets a salary of Rs. 3,000 per month. Shaheen says, “We have to pay a rent of Rs. 2,500 per month, which leaves us with just Rs. 500 to run a household with four daughters. We are unable to educate them. My husband has been ill for almost one and a half years but seeking medical help for him is just out of the question under these circumstances.”

Shaheen discovered the cutting and tailoring vocational training course of six months without having to pay any fees to CQVIN. It was an opportunity for me to learn a skill that would empower her to help her family. The hands-on training gave her a lot of confidence in a short period of time. The Centre also gave her guidance on how to develop her own business. Immediately after the course, Shaheen started her own work. With practice, she started working from home. Today, she is earning approximately Rs. 6,000 per month, and her significant contribution has transformed the quality of life of the whole family.

Shaheen remarks with joy, “I have enrolled my daughter for a course in CQVIN and today she is working at the centre. I am proud of her.” The centre also provides her with guidance on how to develop her own business. Shaheen says, “I want to learn more and I will definitely start my own business.”

SELF-HELP GROUPS

Organising successful Self-help Groups (SHGs) has been a challenge in urban slums. The most probable reason for this is the lack of knowledge and homogeneity in the primary migrant populations. This is the time when SHAHEEN’s efforts are paying off. Through its outreach programmes and intensive community mobilisation, the first phase of CQVIN was successful in forming seven SHGs.

These groups were at a nascent stage and needed support and capacity building. They had started small savings and some of them had opened bank accounts.

In the second phase, the focus was on mobilising efforts, hard-holding and capacity building to function. Each group has a leader who is named by the community, such as Pragati, Bimalik, Vikas, and Sahil. These SHGs have regular meetings, which provide a platform to identify and deliberate on the critical issues of the group. The SHGs also receive training and support from the group formulator and leadership building. Each of these SHGs consists of at least 10 members from various age groups.

The group has made a savings of Rs. 80,000 and the deposits in a bank in three months. After a year, the group can take out a loan in order to create a better job opportunity. Each group has a president, vice-president, and an accountant. The president, along with the help of the vice-president, informs members of the time and location of each meeting. The accountant collects the money in addition to all documentation relevant to the group. The three persons are responsible for depositing the money after three months. If a woman in the group has any crisis, for instance, a sick child, she may take out a loan (interest-free) from the SHG.

The following week she will return the money with one rupee interest per rupee. Fortunately, even though the money is tremendously beneficial to the group, the rate of interest is not as high as one would expect it to be. Bushra Qamar went door-to-door informing the women about the programmes and possibilities for empowerment. Even if the women were interested, their husbands were not agreeable. After intense motivation, Bushra finally persuaded them to join. The first SHG group originally started with 27 members, however, once the women found they had to give fifty rupees weekly most of the women left the SHG since they were unable to pay. Finally, a strong group of 12 women was formed, and a new set of challenges arose. For instance, an unexpected responsibility for Bushra has been to maintain the weekly accounts for every SHG, since many of the women are illiterate.

To begin with, they needed to find a place to meet, since most of their houses are tiny. They decided upon meeting at the local school. In addition, some of the women do not have time to attend the meetings with all the obligations they have at home; some are employed as maids for which they receive a daily wage. The SHGs are open to all and any women may join. After attending the training, the women do not have any identification papers, hence, unable to open an account. In such cases, Bushra assists them in opening an account.

Before joining CQVIN, Bushra was a housewife, who had never worked before. She had no experience in field work or self-help groups. She knew that CQVIN were to do with women’s empowerment, but had absolutely no idea about the process.

It all started with Ruhshana in Jajje Colony. When she learned that CQVIN were about learning how to save money, Ruhshana said that she would enrol 20-24 women. Some understood, but were sceptical as they had previously been tricked into investing in schemes that subsequently turned out to be fraudulent. So, these women were worried that CQVIN too would not be genuine. Despite these concerns, Bushra was able to establish ten SHGs in the catchment area. There were 12-19 women in each group. The weekly amount of money that was contributed and saved was based upon how much had been decided at the outset. It was the base minimum that the group could afford to pay. They also started inter-learning between each other. Interestingly, although most of these women are illiterate, they are able to recall every meticulous detail of a loan. Most of these groups consist of urban poor Muslim women, however, two of the groups that are
Chandrika

35-year-old Chandrika, from Taimoor Nagar, was not part of any slit but was curious to learn about it. She participated in the two-day slit Capacity Building Workshop organized by CIGN with the help of the girl child. They were taught at CIGN for six months, as per the course curriculum guidelines developed by Jamia University and approved by Delhi Government. CIGN provides the stationary and books during the course of study. The approach is to advocate with parents and schools to get these children back into formal education.

The students are assisted in getting admission into local government schools where they are taught free of cost, however they have to buy their own books.

3. Remedial: This is aimed at the academically weak students (boys and girls) and is primarily tuition support. It was earlier for six months, but has now been extended to a year. These children are mainly first-generation literates, and may be going to schools with inadequate teaching. These remedial classes help them to be retained in school and perform better.

The average size of these classes is 20 children. These classes were set up in September 2009. The community mobilization is done in the same manner as for the other CIGN projects.

The challenges faced are:
- There is a high dropout rate of students due to parental pressure. The children are asked to stay away from school or work with their parents.
- For the slit classes, there are 12-year-old girls, who are forced to drop out of school as their parents require them to manage the household while they work.
- Husbands do not permit the women to continue their studies.

A success story has been Ruchi. She had finished her higher standard examinations, but was unable to study further, although she was keen. First, her parents and then her husband did not allow her to study any further. But with the help of CIGN, she cleared her tenth class examinations. Interestingly, she took her examinations from the Jamia Board, where Urdu is a compulsory paper. In spite of having never having heard the subject earlier, she did so and cleared it in the first attempt. Now she is preparing for her leaving examination that she will take from the Open School.

Muskan says, “At CIGN’s training sessions, I learnt that every individual had some kind of challenge, but what makes you distinct is that you fight your problems and overcome them.” She is one of eight children, and her parents were struggling to provide all of them education. Muskan had never been to school. She recalls: “My parents hesitated to send me because I was a girl, and I just made me a nursemaid. I hardly ever went out, but when my parents heard of CIGN’s NFE programme, they allowed me to step out for the first time.”

Muskan was taught for six months. She was provided with a supportive and encouraging environment. This helped her make friends who did not make fun of her stammer. Soon Muskan regained her confidence and was able to apply for admission in the Oxford Square School. Today, she has joined kindergarten class and is attending school for the first time with her brothers and sisters. Muskan’s confidence is evident: “Earlier, people used to laugh at me for my stammering, but now that I have been admitted into a school, they are elated for me. I will always remember the lessons I have learnt here and will fight my problems in life to be successful.”

LEGAL EMPOWERMENT

Legal Counseling

Usually the urban poor, especially women, do not have easy access to any kind of legal aid, for crimes such as domestic violence. In order to assist them, counseling and free of charge legal aid is being provided by a woman lawyer who visits the CIGN centre twice a week. The primary focus of this programme is to first provide counsel and try to work out a reconciliation.

The next step is to provide legal counseling and, if required, help from legal aid cell. So far approximately 40 cases have been handled at CIGN. Given the
Since the beginning of the legal awareness programme, there has been a steady and positive response to it, as evident in the gradual increase of the participants. A total of 1,910 people have been reached through this programme — 419 (Y1), 798 (Y2) and 693 (Y3). The legal counselling is a personalised and intensive service offered by CJQUE.

Paralegal community

CJQUE’s view is that legal literacy is not just about accessing the legal system, but also about understanding it. It’s about educating people to articulate their sense of rights and wrongs and to negotiate their terms in accordance with the law. In this scenario, legal awareness is a very fundamental attempt at establishing the vital link between the law and society. This helps to equip the people with knowledge and skills that would make them confident to use their advocacy skills to get their grievances addressed.

The methodology of inviting people to join the course was the same as with all the other CJQUE projects — community meetings, door-to-door campaigns, individual meetings with stakeholders and the BSR women. An intensive baseline study was conducted providing recommendations and inputs for this training. The paralegal trainings were designed, based on these recommendations. A group of 26 community members (all women and a couple of men) were formed. The ultimate goal was to help create and leave behind a permanent legal resource base in the community. As a result of this paralegal presence, it is hoped that a constantly growing number of community members will participate in addressing their problems and carry out interventions whenever possible in order to result in greater justice for the community. The trainings provide a readily available space for these interventions to happen naturally. This is a crucial outreach and an integrating link between CJQUE and the local community. The paralegal workers are meant to facilitate access to basic legal information and identify cases that require specialist attention.

CJQUE participated in the Talatala Mela organized by the Ministry of Women and Child Development in Dilli Haat from 14-15 November 2011. The theme of the fair was 'Violence against Women'. The paralegal trainees actively participated in this public event. These trainees initiated discussions of various aspects of human rights. There were 25 participants from the community.

The paralegal group and other community members (35) also participated in a rally organized in Shastri Nagar on 8 December 2011 to protest against violence against women. The Talatala Mela and the public rally gave an opportunity for these community-based paralegal resource people to go beyond the confines of their community and connect with the larger community on common issues.

A refresher training was organized for the Paralegal Community in February 2012. According to Kripa Banyait, Programme Coordinator, JWS (Programme on Women's Economic Social and Cultural Rights), "This focus was on intersectionality, feminization of poverty, dignity, equality, human rights and participation. Transformation was inevitable as participants came out of the shell once they got involved in the process of learning by doing. They openly shared their experiences and related with the concepts that were discussed. They were showing a slide show of 'What not having dignity looks like? I was moved when one of the participants said that 'I thought I was the only suffering but there are many more who are in worse situations than us. We need to do something about it and help those people'." I could see the drastic change in those women who were generally restricted to come out and attend such workshops due to familial responsibilities. One other participant shared that she was now inspired and encouraged to learn more and will get more women involved in it. A kind of momentum was built to push them to bring change in their own community collectively.

The women of self-help groups also participated in this paralegal workshop and claimed that all the learning from workshops was empowering. The women were confident about the outcome and asserted that..."
stronghold connection with each other. They reiterated the need to come together and do good work in a collective. They also reflected that the SHG provided them a security to fall back on and appreciated CEQUN’s initiative to bring women together to work in unison. Paralegal workshop was helpful in honing their leadership qualities and to learn how to productively use these skills in their day-to-day life."

A public meeting was organized at Gaffer Mantul on 31 March 2012. The theme for the meeting was violence against women. Nearly 300 people from the area participated. Community volunteers who have trained in human rights, initiated debate through street plays, songs and dances. Sensitive subjects like domestic violence and rape were discussed at such a large public forum for the first time. The public meeting was followed by a massive rally with banners and slogan shouting, protesting against all forms of violence against women.

HEALTH AND NUTRITION CAMPS

Health camps have been the most effective mobilization activity for CEQUN. They create excellent opportunities for CEQUN to connect with the local community. Health and hygiene is a constant challenge for people living in the extensive slum areas comprising of temporary shacks, housing hundreds of households. Water and sanitation are critical concerns of this area. The household survey conducted by CEQUN showed that the average number of children per household is 1-5. Some women have as many as 8 children. Reproductive health is a serious concern in this area. CEQUN’s efforts to create significant impact involve three core areas of work:

- Health and nutrition camps
- Weekly Out Patient Departments (OPDs)
- Training community-based health workers

Health Camp

These were started initially as a monthly activity, but the health camps since September 2010 are being organised once in two months. These are usually theme-based camps. Four doctors are engaged for each of the camps, including a pediatrician, general physician, gynaecologist and, the fourth doctor is identified as per the theme of the camp—dentist, dermatologist and ophthalmologist and so on. They are accompanied by a pharmacist who dispenses the drugs. Free medicines are made available to the people through supplies from the Delhi Health Services.

Soumya Bhaumik, Paralegal Trainer

When the workshops began we had both men and women as participants. All the men were from Jamia Nagar. There were no men from Taimoor Nagar. Except for 3-5 participants (men included) the rest of the participants were illiterate. The first challenge was to see that those who could read and write did not dominate, so that those who were illiterate did not feel left out as just mute spectators. Therefore during the session as both men and women sat together for the legal literacy sessions, we used films, discussions and storytelling as part of strategy so that there was maximum participation from those who were illiterate as well as that they were equal partners in these series of workshops. Gradually we witnessed them opening up and gaining in confidence to learn about their rights. Methods used for sharing basic legal information with the women were print (leaflets, posters), newspaper, role play as performing arts and film for educating the community women and men about the law.

They gained confidence during this period including leaving their homes for their exposure trip to Mahila Samitiya, Slapar. I was equally pleased with the way these women have shown keen interest to continue their learning and apply the learning as part of their empowerment. The most positive aspect has been I have never heard the word ‘no’ from any one of these volunteers whenever I asked them to do any work/ activity. These volunteers organized small camps in their own locality and discussed various law and also took up questions from the community women. They may not have legal answers to all queries but the basic fact that they could organize a legal awareness event in their own way must be seen as a step in the right direction. We need to support them with small initiatives like these, systematically educating the community people about laws and their rights. Another feature of this programme has been that soon they did not drop out from coming to the sessions. One of the reasons was because we did not just look at Central Laws, we also discussed local laws primarily the Delhi Municipal Corporation Act and the legal literacy sessions were devoid of jargon.

Raicha was the best paralegal worker. She was really involved in the learning process. She has a knack of being able to mobilise the community in one go. She is from Taimoor Nagar but was completely willing to participate in all programmes and was inquisitive enough to ask questions. She had 100% involvement and wanted to learn and disseminate information, it was evident from day one.

Legal Aid for Gender Justice

“One fine day, after five years of marriage to a mentally ill man, I was thrown out of the house by my in-laws. I have not been allowed to see my 6 year old son for the past one and a half years. I was forced to stay with my mother,” shares 25-year-old Tabassum. Her problems were not limited to her in-laws. “My mother, who is a widow, had a house of her own, but her brother cheated her of that single property. There was no access to any form of legal advice, I could not get a divorce, and I received no compensation from my husband. In effect, I am an added burden for my mother. I was not even allowed to collect my jewellery from my husband’s house. Our relatives were of no help and we are now two women struggling to survive without any source of income.”

Tabassum’s friends advised her to contact CEQUN. This was a turning point. Tabassum accessed legal aid from the NGO. The legal advisor adopted a strategy of first empowering Tabassum with some skills to fulfill her daily financial requirements. She was advised to join the ‘Beauty Culture and Health Care’ course at the centre. The idea was to help her gain some economic independence first so that she gains the required confidence to deal with her situation.

When Tabassum was told about a free-of-cost course that could help her become financially independent, she welcomed the opportunity. She worked with full dedication to complete the course in six months and today she is employed with an income of Rs 2,500 per month. She exclaims, “As a fifth standard dropout, I had thought I would never be able to do anything worthwhile to support anyone. But this course has reinvigorated my confidence. If I am going to fight for my rights. The legal advisor suggested me an out of court divorce procedure and how I can legally separate myself from my husband. I can claim maintenance and custody of my child. I have finally decided to file a petition for divorce to get legal rights over my child.”
Dr Srinivasan, Health Specialist

According to Dr Srinivasan, “a six-month programme to train women interested in issues regarding women and child health was designed. It outlined their possible role in raising the awareness of fellow members of the community and explore avenues for their active participation in alleviating health problems of the community. The training was split into classroom sessions in the first part conducted by experts in obstetrics & gynaecology, paediatrics, child development and nursing. Field visits were also organised at a later stage.

Approximately 15 young women in the 16-30 year age group, participated eagerly. Many came to the training programme thinking they would be trained nurses at the end of six months, whereas this programme afforded a stepping stone to becoming health activists in their own right.

The first classroom session was attended by many mothers probably to check out if everything that happened was above board and not objectionable! Trainees displayed keenness to learn and one marvelled at the diligence and sincerity against all odds. One had to cook and wash clothes for the house before venturing out for the training. Few had to complete school work before the training, and perhaps miss lunch. Few others had to brave the streets against the wishes of the male elders of the house and come clad in full-length burqa for classes with only their eyes shining. During the process one learnt the aspirations of the young women and the constraints they were living with.

I have participated in two health camps, one during the monsoon and the other in winter, as a paediatrician. Predominantly illnesses included respiratory infections, seasonal allergy and skin problems. These gave me ample opportunity to demonstrate the signs and symptoms and further enrich the training of the women health workers. I have had a chance to observe the clinic run on alternate Wednesdays at the office. The trainees get a good opportunity to learn by participating in the action.”
Health is Wealth

Shabana, a 36-year-old widow with seven children, has been suffering from severe backache and anaemia for over two years. Often due to weakness she is unable to go to work which results in losing several jobs. Shabana is a migrant from Bihar, lives in a small thatched jhuggi and works as a housemaid. She earns approximately ₹4,500 depending on availability of work. There is no job security. To manage to feed all her children she is forced to make four of her children work as child labourers. They earn approximately ₹200. With such a paltry household income, even providing two meals a day is a constant challenge. In these circumstances, medical care is a luxury that the family cannot afford.

COUNI’s community mobilizers helped Shabana by telling her about the health camps and CPCs which provide general check-ups and free medicines for all poor people, especially women and girls. A very relieved Shabana says, “qualified doctors charge nothing less than ₹100 and the consultation charges and medicines from outside I will not be able to afford. My children get the required medical care organised in the health camps regularly.”

For this project also, the staff mobilises the community by conducting a door-to-door campaign, making announcements from the rickshaw or from the Masjid and temple and holding community gatherings. The camp shifts from locality to locality, but remains within the Centre’s catchment area. The target is to reach at least 200 people at every camp, but the response is very good and the pressure is high. Usually up to 500 people are seen by the doctors. The target group are women, children, and old people.

These camps provide free general check-ups to the community with a special focus on the girl child and reproductive health to promote maternal and child health and to create awareness about several neglected diseases/syndromes. These camps help address illnesses like tuberculosis by taking the help of the Municipal Corporation Dispensary (MCD). Serious cases identified in such camps are referred to specialized medical care by the health staff, given by these doctors. These camps have been helpful in promoting healthy-seeking behaviours as well as providing easy access to health services for the poorest of the poor. These camps have also been very effective in creating awareness about COUNI’s commitment to serve the community. A total of 5,733 people have so far benefited from the health camps. The number of people who have benefited over the years are 2,425 (Y1), 2,215 (Y2), and 1,293 (Y3).

OPD

This is held on the second and the fourth Wednesday of the month. The OPD is open to all patients and is easily accessible. The mobilization methodology is the same as for other camp activities, with no specific appointments made beforehand. Each OPD clinic lasts approximately two hours, hence, it is not possible to accommodate more than 50 patients. The Centre provides free health check-ups through a weekly doctor’s visit. The objective is to be able to provide regular health check-ups and the required medical care for women from these conservative households to talk about their medical problems. 2,788 women have availed of the weekly OPD so far in the three years.

The Project Coordinator of COUNI, Rowena, enthusiastically shares future plans: “We need to scale up this regular OPD for at least four hours to address the needs of the community effectively.” So far 806 (Y1), 820 (Y2) and 1,163 (Y3) have benefited.

Community-based Health Workers

There are girls from the community who are being trained to be health workers. This is a programme very similar to peer educator projects. The aim is for these young girls to have a better knowledge of how to promote good health, understand prevention of disease, spread awareness about hospitals and facilities. Even if a girl does not become a health worker, at the very least this training will become a part of her life, and when she has her own family she will be better equipped to manage the health of her family. Promotion of health-seeking behaviour is important, with special focus on reproductive health. These girls are also trained in imparting basic information about health, prevention and care. About 20 girls participated in a six-month course conducted under the supervision of Dr. Satyanarayan’s of the Sanatan Welfare India Fund Trust (SWIFT).

As a part of the White Ribbon Alliance for Safe Motherhood, COUNI partnered with Centre for Development and Population Activities (CDEPA) to conduct reproductive health training with the health workers. The girls were exposed to Rights to Health with an international perspective.

Nutrition Camps

The Centre organises camps to promote awareness on nutritional requirements. The doctors of the health centre are providing feedback on the health status of the community and the key nutrient deficiencies. Keeping in mind the immediate needs of the community and with a primary focus on girl child health, special cooking classes with low-cost nutritious recipes are undertaken by a professionally qualified nutritionist, Renu Batra. Initially it was a challenge to convince people to come for these workshops as people saw this as just a cooking class. However, with consistent efforts to create awareness about the value of nutritious food through the various operations of the centre, participation in these camps has increased significantly. So far, a total of 1,974 people over a period of three years have enthusiastically participated in these camps. In the three years, the numbers were 720 (Y1), 764 (Y2) and 483 (Y3). There was a decline in the number in the third year since the targets for the camps were scaled down.

According to Renu, in charge of this programme at COUNI, once the catchment area for the nutrition camp is identified, the community mobilisation begins, but it is only done three days in advance. Each camp is for a duration of 2-3 hours. It is always based around a theme. For instance, old age, infants, lactating mothers, pregnant women, tackling anaemia through nourishment, diarrhoea, fever, and right nourishment for adolescent girls. The idea is to help the women of the local community learn how to manage the nutrition for their families and themselves, especially with the high price of food. These camps are held once a month, usually on the third Saturday of the month.

Renu Batra, Nutritionist

Renu Batra, nutritionist says that the aim is to teach women to make nutritious, low cost dishes. The dishes are prepared at the camp and the food is shared with the women present. Apart from the live demonstrations, the women are encouraged to organise raids to help themselves better. For instance, given the high inflation and the cost of basic food articles rising, many of the women who attend the camps are worried about the price of milk. They have had to reduce the quantity that they purchase, but this has had a direct impact on the nutrition intake of the children. So, the nutritionist has to teach them how to make yogurt and other foods that the children can eat. A smaller quantity of yoghurt has a higher concentration of calcium than the same amount of milk does. They are also taught about hygiene, importance of drinking water, about the basic food groups, seasonal fruits, cereals and millets.
JAMIA BAZAAR

The Jamia Bazaar has emerged as an excellent rallying point to bring together women collectives and other small non-profit organisations working in the Jamia area. The Muslim community of Jamia Nagar has been insular and ghettoised over the years. CEQUN felt an urgent need to bridge this gap by showcasing the vibrant culture of Jamia Nagar. In collaboration with the India Islamic Cultural Centre (IICC), women and girls have been able to step out of their cloistered community and showcase their handicrafts, cuisine and culture. The second bazaar saw a 50% increase in participation, from 35 stalls in the first Bazaar to 45 stalls in the second one. The products created for the Bazaar also saw a dramatic improvement in terms of quality and design.

The women who had agreed to participate in the Bazaar were given lessons in accounting, costing, particularly learning to add a cost and value to their own labour. Beauticians trained at the centre offered on-the-spot services like mehndi, tattoo, nail art and massages. Cultural programmes were performed by women and children from Jamia, including street plays, dance, music, and recitation. CEQUN also took the lead in bringing together other NGOs who work in this area to participate in this Bazaar. These included Muslim Women’s Welfare Organisation, Muslim Women’s Forum, Dr Zakir Husain Society, Rashtri Craft Centre, Saphar and others.

According to Zeba Kausi, co-ordinator of the Bazaar, it was created to make the women confident and financially independent. “Their families would not give the women permission to step out of their homes. So we had to go to their homes and explain to the householders that we are only teaching them skills which will enable them to earn money while sitting at home. In fact, they tried not to go anywhere. Even for the production of Jamia Bazaar they could do the stitching and embroidery at home. We would not insist upon anything else, if they were not comfortable with it.

Then their families, which include husbands and extended clan, said that these women do not have even these basic skills, so how will they participate? This gave an opportunity to convene and collaborate with CEQUN’s vocational training initiatives, to teach these women livelihood skills. Then we guided them into Jamia Bazaar production. But our biggest challenge arose after the production was over—how to make these girls participate in the Bazaar? The families of these women said that our daughters will not go there and sell products in a shop. “We will not allow our women to be out late.”

CEQUN then arranged a meeting for the parents where we explained that at the Jamia Bazaar the entire staff of CEQUN will be present. We said that we take responsibility for the safety of these girls. We will escort them to and fro the venue. If you are still worried then you are welcome to sit with the girls for the entire day. In this manner, you will also see how CEQUN is providing a platform for these girls and to help them develop an identity and be independent. In a similar manner, we organised the cultural activity within the Jamia Bazaar, in which the parents did not allow the girls to dance and participate in the fashion show. Then we explained to them that this fashion show has been organised for us, by us. We want to showcase our Muslim culture before the world. We want to showcase the variety and that fashion exists here as well. Even though we may wear a burqa, we are no less than others. It was then that girls’ parents agreed to let them participate. In fact this particular event at the Bazaar was a huge success.

For Jamia Bazaar 2012, preparations began well in advance. Some of the changes from the previous year were creating product samples with the help of a trained designer, Usha Pranjati, at least six months in advance. This time CEQUN decided to create a brand for itself. Whatever product was produced, had to have a distinct identity and carried CEQUN Craft tag. These products were made by the students trained at CEQUN. They received a certificate and were paid for their products.

For Jamia Bazaar February 2012 new products were launched, taking care of quality and design. Like fashion accessories, uncut garments (scarves and stoles), handmade and a kid’s range. This time all the products were hand-embroidered. The embroidery which we have taught these women include bead work, handari work, zarai work, resham embroidery and crochet.

As a follow up to the Jamia Bazaar, the women have also had an opportunity to participate in the annual Design One exhibition as well as the American Embassy Women’s Empowerment Mela. The participants have gained confidence and market awareness, progressively realizing their economic rights.
Usha Prajapati, Designer

I have been associated with CQUN livelihood development through their crafts project for a while. In this process I have tried to build a craft identity of the women who are associated with the organization. 

CQUN works with Muslim women from urban unorganized sector. An annual event is the Jamia Bazaar where women members of the social and vocational training students exhibit and sell their handmade handicrafts. Most of the target women belong to the east section of Delhi settled in Jamia and neighboring areas, the age group ranging from 15-40 plus. Many of them are going through various vocational training programmes organized by CQUN.

Craft-based livelihood initiative for CQUN is slowly taking shape. After being associated with this project, I felt that it is very important to bring the essence and workmanship of the women who are engaged with crafts. Muslim women are known for their bead work, sequin work and embroidery. So we tried to incorporate these elements while building a craft identity of these women as part of the organization. We conducted four trainings with almost 60 women in a span of three months. It was structured as basic, intermediate and advanced trainings. My colleague, Kanika Agrawal worked with me on this project. Based on the skill set of women, we categorised the groups and developed the product lines that were taught to them.

There were many initial hurdles, because most of the participants fell under non-to-semi-skilled artisans category. They could not spend much time at the training and were very slow with their work. Given that their level of skill was not good enough to produce quality products we had to really work hard, especially to inspire them. At times push them to do extra work at home so that they could practice what they have learnt during the training and improve their skills. Teaching them what is good quality was a task for us. It was good to have Zebe Kazmi with us, who really mobilised the community to achieve these goals.

After a few months of persistence these women were able to make beautiful products in the range of fashion accessory, unstitch garments (scarves & stoles), home range, and develop items for children.

A successful story is that of Sitara who has three daughters. Her husband is working as a daily-wage laborer. She enrolled in the CQUN stitching course and participated in the Jamia Bazaar. Now she is able to earn money at home by stitching. By being financially independent, she has been able to send her daughters to school. She continues to work for the Jamia Bazaar too.

"The women of this area have never attempted to test their entrepreneurial skills, especially in hand-embroidered items. Jamia Bazaar is the first such effort in the inclusive process and we did it successfully," Sara Patel said. The prices were kept minimal to get the best response from the public. There was no cost for putting up the stalls. All the products were hand-made so the commercial viability factor was always there. Whatever money we generated from the exhibition will go directly to the women of Jamia Nagar," she said, adding the prices were kept between ₹50 and ₹100.

"This is the first time that women and girls of poor households of Jamia Nagar got an opportunity to come out of their bubble and showcase their talent. I was thrilled to see their enthusiasm. Yes, there were some initial lags, but the girls, especially from Muslim community were so excited that eventually their parents allowed them to be a part of this venture."

Estha Rani, who had a stall there, shared her happiness, saying, "Inshallah! Everything happened very smoothly and we were delighted to be part of Jamia Bazaar. It gave us exposure and also an opportunity to learn marketing skills, especially on how to negotiate. We sold around 50 kurta and a dozen salwar suits. Yes, the bargaining for the garments was always there, but it was a profitable business. I earned ₹50 per piece. If given a chance, I will definitely participate next time as well," she added. Another participant, Zafia, said, "The first day proved fruitful for me as I sold more than 65 earrings and neck pieces and that also at market prices. The second day was a bit low on business, but there was no loss."

Initially at the first Bazaar, there was apprehension about the timings of the Bazaar being organised at the India Islamic Centre, Lodhi Road, especially since many of the women were stepping out of their homes for the first time. So, the closing time was fixed for 5 pm. But with the success of the first day’s sales, the women requested CQUN to extend the time on the second day to 8 pm. When the CQUN staff expressed their reservation about the response that the families and community would have, the women were adamant. Succumbing to their enthusiasm, CQUN agreed. hastily extra lights and generators had to be organised, but it was all worth it. The Bazaar closed on a phenomenally successful note. And it went from strength to strength for the second Bazaar as well.
DARE TO STAND AGAINST HARASSMENT OF WOMEN.
DARE TO BE A DAREDEVIL.

A city is known by its people. Despite being the capital, Delhi has earned a reputation as being unsafe for women. Be it polluted roads, violence at home or harassment in an office, women in Delhi have every reason to be insecure. And it happens because spectators to this injustice. So stand up. Speak out. And above all, treat women with respect. Because that’s what defines a city that’s what will define Delhi.

RESPECT WOMEN.
RESPECT DELHI!
Gender-based Violence in Public Spaces

Gender-based violence (GBV) in public spaces has a direct impact on women and girls’ freedom of mobility, speech and expression. Their access to education and skills, healthcare, markets, livelihoods and recreation is curtailed due to safety concerns. Thus a vicious cycle of low capability leading to gender discrimination is constantly perpetuated.

Women and girls from poor households are more vulnerable and severely impacted. Migration and urban poverty further compound this issue.

A series of government response and development frameworks to address gender violence against women has been adopted. The 2009 Domestic Violence Act in India was a landmark legislation. It provided a framework to look at all forms of violence which falls within the domestic space, although its implementation still remains a great challenge. The Protection of Women from Sexual Harassment at Workplace Bill provides a framework to address sexual harassment at the workplace. However, while addressing gender-based violence on public spaces — between home and work places of work, there is no existing framework within which to approach such violations. Prevention of Harassment under the 2005 Domestic Violence Act (2005) amendment to laws relating to rape also do not comprehensively deal with the issue. Law enforcement agencies are at present addressing these violations within two broad categories of rape and evil teasing. Anything short of rape falls in the category of evil teasing.

Violence against women however goes beyond sexual harassment. The woman’s body in many instances is used as a battleground to settle scores or benchmarks for ‘moral’ codes. Rape of Dalit women, atrocities committed by armed forces in conflict zones, instances of honour killing, moral policing, parading raped, burnt, killed and acid throwing, are all alarming trends which need to be addressed.

What is lacking is a real understanding of the gendered nature of the problem and the need to move from the protectionist, welfare approach of the state, to ensuring women’s safety as fundamental right. The greatest challenge for all work on violence against women is to bring about an attitudinal change in the mindset of people, who are unable to perceive women beyond the stereotype image bestowed on them. Any attempts to question or defy societal and cultural norms is met with violent retribution. To facilitate this change, a process of sensitisation and awareness building is an urgent need.

Normative standards and international commitment to women’s human rights have been set out by the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW, 1979); the Beijing Declaration and Platform for Action (1995); and the United Nations Secretary-General’s Campaign towards Violence against Women (2005). In India, a National Policy for the Empowerment of Women (2001) lays out goals and objectives and actionable plans. However, despite several positive achievements in the last few decades in India, one of the key challenges and stumbling blocks to women’s advancement continues to be gender-based violence.

The public spaces include roads, public transport, public utilities, amusement parks, monuments, tourist spots and markets. What are the provisions for protecting women and girls from harassment, assault and rape in these spaces? Which are the agencies responsible to provide for women’s safety in these spaces? What impact does gender-based violence in public spaces have on women? These are the questions CEQUN has been engaging with.

“Make Delhi Safe for Women” campaign

Esnal遭袭 and Delhi Government in order to ensure large scale and long term impact as well as institutional commitment, CEQUN partnered with the Government of Delhi. CEQUN facilitated a high level consultation, held on 6th March 2009. The meeting was chaired by Ministry of Health & Family Welfare, Women and Child Development and Languages, Dr Kiran Walia, and moderated by Debashree Mukherjee, Secretary, Department of Women and Child Development. The consultation brought together critical stakeholders, including representatives from police, transport, education, women’s commission, Bhagirathi (on behalf of the RMK and MPWS), Mission Convergence, Department of Women and Child, as well as civil society. The outcome of the meeting was the setting up of a steering committee chaired by the Secretary, Department for Women and Child, with CEQUN as a committee member, on behalf of civil society.

Campaign Activities

Perception Survey

- Given the fact that women rarely complain about instances of harassment in public spaces, there was a critical need to generate some data on which to base the organization’s assumptions. CEQUN in partnership with Centre for Media Studies (CMS) undertook a baseline survey entitled “Perception and Experience of Gendered Violations in Public Places in the City of Delhi”. This initiative was supported by ICRC Foundation. The survey was conducted in August 2009 with a sample size of 639, along with multiple focus group discussions. The attempt was to have a detailed...
analysis of the nature and dimensions of gendered violence in public spaces in the capital. The study threw up some startling findings:

- 97% of women respondents in Delhi were of the opinion that sexual harassment of women in Delhi is fairly common.

- 82% of women felt that the bus is the most unsafe mode of transport in Delhi.

- 88% of women felt that when a woman is harassed in a public place she rarely or never gets any help from the public.

Women’s vulnerability to harassment in public spaces crosses age, marital status and economic strata.

- Women are vulnerable in crowded as well as lonely spaces, during the day as well as in the night.

- Harassment in public spaces has a hugely negative impact on women’s mobility and access.

Deviant male behaviour arises from flawed notions of ‘masculinity’.

The study was published and released at a press conference with support from Lalit Hotels and Perfect Relations, on 13 November 2009. The study was released by cricketer, Virat Kohli, who is the goodwill ambassador for CEQIN, and whose IPL team, Delhi Daredevils, is the face of the ‘Make Delhi Safe for Women’ social campaign.

The study release received huge media attention and was carried in 17 leading national and regional dailies and nine TV channels. The study received exceptional online coverage too with 35 websites featuring the launch. Having received a tremendous response to the study, which was discussed and deliberated by experts and others, CEQIN has been successful in creating a meaningful public debate on the issue. On 15 December 2009, the details of the survey conducted by CEQIN, was discussed in Parliament. The then Union Home Minister P. Chidambaram responded to the question raised on the study findings, issues of harassment and assaults which are often ignored as ‘non serious’ offences were engaging our highest policy makers for the first time.

Following the findings of the survey, CEQIN has had series of consultations with the Lieutenant Governor of Delhi, Shri T. S. Poonia, Commissioner of Delhi Police and Joint Commissioner, Crime against Women Cell. The Delhi Police has expressed its firm
commitment to raise the number of women in the police force and have a targeted approach to address harassment of women in public.

Advertisements
Creating awareness is a critical component of the project. CQWIN’s public service messaging is pitched for behaviour change in men and boys, attempting to redefine the concepts of ‘masculinity’ and creating positive role models. With support from the GMR Group and Asian Roots, CQWIN has created public service messages through an agency Grand Planet, including spots on radio and television, posters and hoardings. Virender Sehwag of Delhi Daredevils has been used in the public service messages (PSMs) to target young men and boys towards a mindset change through sensitisation and deconstruction of stereotype images. The PSMs such as “Treat women with the respect they deserve and you will deserve to be called a Daredevil” encourage men and boys to respect women, and to be proactive in shunning all violence against women. Women are being targeted to boost their self-confidence and encourage them to resist violence and abuse perpetrated on them.

CQWIN was able to run a successful campaign with limited funding, thanks to strategic partnerships. The advert spot was carried by media partners NDTV for three months which brought great value. Other media organisations also carried it including India TV, CNN-IBN, Aaj Tak and Times Now. It was also screened as a quiz question at the Brand Equity quiz conducted by Doreen O’Brien. The hoardings across prominent spots in Delhi were hosted for three months by corporate partners Ansala and Asian Roots.

Educational Toolkit

SEEMA AUR SALIM XI DIARY
A critical activity of the campaign was to work with young people from schools and colleges, towards sensitisation and deconstruction of gender stereotypes. In consultation with the Department for Women & Child and Department of Education, CQWIN has developed an audio-visual training module for sensitisation and deconstruction of gender roles. This module created is not time-consuming, and yet has a targeted and effective impact. The seed funding for this activity was received from Open Space Jindal Foundation for Development.

The A/V module created by film maker Nitin Pannari of Dissolve Studio, has evolved after intensive research, consultation and tool testing. Subject experts Prof. Tejpreet Sharma (National School of Drama), Dr. Kalyani Menon (Gender Expert), Jaya Shrivastava (Gender Expert, ANKUR), Satish Kumar (Gender Trainer, MANAV), Falak Ali (Theatre Expert), Radhika Menon (Political Activist, AYM), Ravi Roy (Film Maker) and several others were consulted to develop a unique interactive style for this film.

The content of the film is inspired by the writings of Bhalujiya Sheth, published by ANKUR. The book documents the narratives of young children from the band of “Nagla Mela.” Keeping in mind these characters, a storytelling text of Seema and Salim, two real-life characters were created. Interactive feedback sessions with students based in Delhi from Sanskriti School, Unnati and other schools were also organised to ensure the content did not talk down to them and was in fact thought provoking. The end product is a 40-minute bilingual (Hindi/English) DVD on gender sensitisation. The film shifts in text from conventional narration of facts to a convincing and personal way of storytelling which is highly engaging for a viewer. The objective of this short training module is not to just provide intensive gender training, but to open the minds of students to fresh ideas and initiate discussion on issues related to gender roles, violence and discrimination. The timing of the DVD is such that it will not take up more than 1 or 2 periods of school time. The DVD has been designed in a creative and entertaining format to appeal to school children (classes 9-12). Efforts are being made to show it in many schools.

Conference on Gender-based Violence in Public Spaces: Challenges and Solutions, New Delhi, 28-29 October 2010
Based upon the impact of the baseline study and the subsequent initiatives like the workshops with school children, the “Make Delhi Safe for Women” campaign and the positive response from the Delhi Police, CQWIN realised that they need to go beyond the assumption of violence against women being equivalent to sexual harassment alone. There was a critical need to broaden the scope of discussion beyond sexual violence and ‘safety issues’, to probe into the causes, nature and dimensions of gender-based violence in public spaces. In essence, a fundamental questioning of the public private divide which constrained women’s access to the public space needed to be initiated.

Chaudhary, Anita Joseph, and Indu Prakash Singh "Women and Homosexuality"; Prem Choudhary "Redeeming 'Honour': Through Violence: Unveiling the Concept and its Application"; Keerthi Bellinati "Gender-based Violence in Public Places: Acid Throwing"; Binalakhshni Nepram "Gender-based Violence in Conflict Zones: Case Study of Impact of Ongoing Armed Conflict, Small Arms Proliferation and Women's Response in India's Northeast"; Sunan Nalwa "Response to Gender-based Violence in Public Places: a round table was organised in January 2010 with the technical advisory committee to review the scope and approaches of research being undertaken. This provided valuable feedback and helped sharpen the focus of the research. The national level conference Gender-based Violence in Public Spaces: Challenges and Solutions, was organized in October 2010, in New Delhi, with over 100 participants academics, activists, professionals and policy makers from across India. The panel had a range of prominent speakers.

The two-day conference deliberated over a wide range of issues under the framework of gender-based violence in public spaces. These included legal provisions, police response, role of media, concepts of masculinity and sexuality, and gendered usage of public spaces. Specific issues like 'honour' killing, acid throwing, witch-hunting, gender-based violence in conflict zones, as well as issues of homeless women and girls were deliberated in depth.

Present at the conference were Shri Veerappa Moily, Union Minister for Law and Justice, Smt. Girija Vyas, Chairperson, National Commission for Women, Shri D. K. Sikri, Secretary, Ministry for Women and Child Development and Mr. Patrice Poeru-Bizan, United Nations Resident Coordinator and UNDP Resident Representative. "We need to reform the system in light of violence against women," said Shri Veerappa Moily, then Minister of Law and Justice, Government of India. "We need to be responsive to changing times and circumstances and we need to move beyond discussions, to focus on action." According to Smt. Girija Vyas, Chairperson, National Commission for Women, "there is a critical need for partnership between NCW, public and NGOs to come together to tackle various forms of violence against women". Patrice Poeru-Bizan said that "the cost of gender-based violence on women, their children and families and communities pose a significant obstacle to reducing poverty and achieving gender equality". He added, "Legislation alone is not sufficient to ensure that women's rights are respected, assumptions and expectations on gender roles also need to change."

Concurring with this viewpoint, Smt. Sikri, Chairperson, said "Addressing gender-based violence in public spaces, requires challenging the public-private divide which assigns women to the domestic space with the public space being the male domain."

Participants acknowledged the paradox of high economic growth and rising violence against women. According to Shri D. K. Sikri, Secretary, Ministry of Women and Child Development (WCD), "Consensus among stakeholders is critical with regard to pending women's bills and this must be accompanied by proper implementation through training various agencies."

Zubeen Books Publication

The rich collection of papers from the conference have been compiled into a book entitled The Fear that Stalks: Gender-based Violence in Public Spaces, edited by Smt. Sikri and Lora Prabha, Zubeen Books, 2012. This provides a valuable knowledge base for researchers, practitioners as well as general readers to develop an understanding of the issue. An important aspect which was not addressed during the conference discussions was the issue of trans-genders. This gap has been compensated in the book by the inclusion of the chapter by Priti Prabhughate, Ernest Norbona and Akila Narang "Gender-based Violence faced by Hijras in Public Spaces in Urban India".
Sports for Women’s Leadership

CEQUN realised the urgent need to engage with the youth and nurture them as agents of change. Transcending social and cultural barriers is a huge challenge, and this is sought to be achieved through the mobilisation of the youth. CEQUN focused on creating and nurturing groups of young people in the age group of 15 to 20 years. Innovative tools were sought to bring them together as a team, and engage with critical human rights concerns of their communities. An innovative intervention was Soccer for Leadership Building. In a context where socio-cultural constraints severely curtail girls’ mobility and access, the introduction of sports presents a great challenge as well as tremendous promise. Football was chosen for its potential as a low cost team sport, as well as a potent tool to break gender stereotypes.

Sports for Women’s Empowerment

Historically, women have participated in sports, but it has been perceived as essentially a ‘masculine’ activity. Participation of women in sports continues to be abnormally low fuelled by stereotypes of women’s physical abilities and social roles. This has resulted in women often being segregated voluntarily or involuntarily into certain types of sports activities considered ‘appropriate’ for women.

Recent years have seen increased participation and opportunities for women in domestic and international arenas. A corresponding increase in representation of women in decision-making and leadership roles within sports has however not followed. Women are grossly under-represented in management, coaching and officiating, especially at the higher levels. The low value placed on women’s sport has resulted in inadequate resources and infrastructure, as well as unequal wages and rewards. Participation of women and girls in sport is a powerful symbol which challenges gender stereotypes. It can potentially play a dynamic role as a vehicle to promote gender equality and empowerment of women and girls.

It has positive impact on childhood health, as well as reduces the risk of chronic and degenerative diseases in later life. It helps in the management of weight and contributes to the formation and maintenance of healthy bones, muscles and joints. This implies that women and girls have the right and responsibility to create active, healthy lifestyles to sustain vitality in their lives. There are psychological, emotional and medical benefits to doing so, as well as significant broader economic and social gains. Positive embodiment can be seen as a model of self-care that allows women to achieve a balance between caring for themselves and caring for others.

Apart from enhancing health, well-being and quality of life, participation in sport expands opportunities for education and for the development of a range of essential life skills. These include teamwork, goal-setting, communication, negotiation and the pursuit of excellence in performance and other achievement-oriented behaviours that women and girls may not be exposed to in other contexts.

It also introduces alternative norms, values, attitudes, knowledge, capabilities and experiences. The acquisition of valuable skills in management, negotiation and decision-making empowers women and girls to become leaders in all areas of community life, as well as in the household. The sense of physical and psychological efficacy and power through mastery of skills and accomplishment of sporting objectives contributes significantly to women’s leadership roles. Further, sport also provides women and girls with an alternative avenue for participation in the social and cultural life of their communities and promotes enjoyment of freedom of expression, interpersonal networks, new opportunities and increased self-esteem. Their social networks increase and horizons broaden. They learn more about their community and the world beyond, and see possibilities for themselves that they might not have imagined otherwise.

This CEQUN sports project was rolled out in the Jamia Nagar area in association with Jamia Milia Islamia as well as AIFU (All India Football Federation) in June 2011. The AIFU has facilitated by providing women coaches. There has been reasonable success since 40 girls have registered and have begun practising regularly. The initial phase of around three months was spent in convincing the girls and their families to participate in the project on one hand and finding a suitable space to play on the other. Football training commenced in September 2011 and saw a steady increase in the number of participants. Most of the girls were playing a physical sport for the first time. Hence, a lot of time was spent on fitness. As the trainings progressed the girls’ enthusiasm and skills grew at a steady pace. Exhibition matches and tournaments were organised. Leadership workshops were organised for these girls and the idea of working together as youth groups in their area was floated. These girls continue to meet at the football field in Jamia University. A short film made by CEQUN has recorded interviews with some of the players. It is quite moving since some of the girls sneak out to play, only with their mothers in the know. One of the girls Farheen, an average student, recounts with tears welling up in her eyes that she wanted to be a part of the CEQUN football team since she wants to impress her father that she is capable of achieving something.

Sub-Committee on Women and Sports

In partnership with the UN agencies and the working committee of the Commonwealth Games 2010, CEQUN initiated a high profile Sub-Committee on Women and Sports. 27 members included eminent personalities such as Shri Suresh Goenka (Member, Planning Commission), Shri Pratap Chandra (Director, NFOC), Shri N. Surya Prabha (Member, FIFA), Shri S.K. Sinha (Secretary, AIFF), Shri R. Grotto (Secretary, AIFF). The Sub-Committee was formed to ensure that women and girls are represented in the sports landscape.

The Sub-Committee has been instrumental in creating awareness about the importance of women and girls in sports. The recommendations made by the Sub-Committee have been adopted by the government and have led to significant improvements in the status of women and girls in sports. The Sub-Committee has also been instrumental in advocating for the inclusion of women and girls in the decision-making process of sports bodies.
MOU with AIFF

After much brainstorming, it was decided that CEDRON would focus on one sport, namely football for women. Focusing on a specific sport, it was felt, would allow CEDRON’s efforts to be more strategic and meaningful. Football was the unanimous choice for several reasons. As a low-cost sport, it requires a playground to begin with, making it an accessible sport for all classes. As a team sport, football offers tremendous potential for learning group dynamics, management and leadership. It promotes inclusiveness and team building, potent tools for social development. Women’s football effectively shatters all stereotypes associated with the supposedly ‘masculine’ game. Further, a survey of the women’s football scenario at the national and international indicates high potential of growth and success. Because of all these positive indicators, CEDRON signed an MOU with AIFF, the All India Football Federation (AIFF) to promote women’s football in India.

Football for Women’s Empowerment at Jamia

To mobilise the girls, the CEDRON staff had to speak to the families and their teachers, in order to convince them that their girls would be playing in a safe and comfortable environment, by providing a guard to keep watch while the girls practiced. They had to convince them in the face of complaints from men, even asking the girls to play in buses if required.

Prof. Najib Jung, Vice-Chancellor, Jamia Milia Islamia gave the girls’ football team permission to use Bhagal Grounds, the football field on the University campus.

This was challenging since the football field is used by the boys. Hence CEDRON was instructed to use the field between 2.00-5.00 pm, for an hour every day in the summer heat. In order to begin the football practice on time, the girls would rush to the playing field immediately after school. At times it meant forfeiting lunch. But they did not mind. As long as they did not miss a minute or a day of practice. They reported at the field even in peak summer. CEDRON has provided the girls special tracksuits for their practice. The fact that the young women from conservative backgrounds are allowed to step out of their homes and schools, to practise in a public playground is a path-breaking step. CEDRON organized exhibition matches and tournaments for these girls to get an opportunity to play competitive matches. The exposure has led to tremendous gains in confidence levels amongst the girls. According to Lora Prabhu, Director, CEDRON,

Meenu, Football Trainer

“We have come a long way from the early days when most of the girls’ fitness level was very low, since they had never played any sports before. The initial few months were spent in fitness exercises and gradually we introduced them to football. I had to be very careful about any injuries caused. Their clothes and footwear were inappropriate for playing. CEDRON organised track suits and spikes for the girls, which improved their game tremendously. We play in the Bhagal grounds in the hot afternoon sun, which is very tough on the girls. There are no alternative grounds in the Jamia area. Despite the challenges the girls have been very enthusiastic about playing. In fact, when we had to stop playing for a while due to non-availability of the grounds, the girls would call me daily, to say that they are missing the practice! Some of these girls have shaped up as good players. I have developed close bonds with these girls, who I have to also mentor, along with teaching football.”
“The confidence level of these girls has seen a dramatic boost, such quick gains have not been experienced by the organisation, through any other intervention.”

Leadership workshops

The ultimate object of the Football for Empowerment initiative is to build leadership of girls using sports as a tool. Leadership workshops for the girls playing football were organised in partnership with an international organisation PWESCR (Programme for Women’s Economic Social and Cultural Rights). The objective of these workshops was to groom these girls into leadership roles within their homes and their community. Some of these girls have already become actively involved with voluntary social work at the community level.

Kripa Basnyat

According to Kripa Basnyat, Programme Coordinator, PWESCR, “the workshop on leadership was held in December 2011 and had 29 girls enrolled. During the workshop days the girls interacted, shared and learned new concepts such as gender, patriarchy, feminisation of poverty, dignity, equity, non-discrimination and human rights. There were a few girls who were hesitant to speak up initially, but once the comfort level was built, even they began to share their experiences. They were hungry for more sharing and learning. They have the potential to achieve something and contribute to a change in their own communities. With continued workshops on leadership development, these girls can be prepared to venture out as community leaders and contribute something substantial. These young women between the ages of 15-20, involved in football formed a vibrant group, proud to be potential leaders with dreams of a bright future ahead.”
Jai Jawan Jai Kisan Trust  
18, Kotsa Lane, Roasse Avenue, New Delhi - 110002

Balance Sheet as at 31.3.2009

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<td></td>
<td></td>
<td></td>
<td>7,643.00</td>
</tr>
<tr>
<td>In S.B. A/C with UBI</td>
<td></td>
<td><strong>In Fixed Deposits</strong></td>
<td>10,000,000.00</td>
</tr>
<tr>
<td>In fixed deposits (incl. interest accrued)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>LOANS &amp; ADVANCES</strong></td>
<td>15,000.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>ADVANCE: recoverable in cash or in kind</td>
<td>4,980.75</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Tax Deductable at Source</td>
<td>319,701.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Jai Jawan Jai Kisan Trust Society</td>
<td>3,040,863.58</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Miscellaneous Expenditures</td>
<td>18,019,922.79</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(to the extent not written off or adjusted)</td>
<td>5,036,726.78</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Balance as per last balance sheet</td>
<td>247,894.04</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Add: Excess of (expenditure over income) transferred from Income &amp; Expenditure Account</td>
<td>20,069,922.79</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grand Total</td>
<td>18,503,647.63</td>
<td>Grand Total</td>
<td>18,503,647.63</td>
</tr>
</tbody>
</table>

Signed in terms of our report of even date

For Khanna & Anandhaan
Chartered Accountants
(Regn. No. 001297)

For Jai Jawan Jai Kisan Trust

K. A. Balasubramanian
Partner
Membership No. 17415

Trustee
Trustee
### Income & Expenditure Account for the year ended 31.3.2009

<table>
<thead>
<tr>
<th>Expenditure</th>
<th>Amount in Rs.</th>
<th>Income</th>
<th>Amount in Rs.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Donations</td>
<td>4,076,950.00</td>
<td>Donations Received</td>
<td>3,200,000.00</td>
</tr>
<tr>
<td>Salaries &amp; Wages</td>
<td>169,500.00</td>
<td>Interest received</td>
<td>1,056,085.00</td>
</tr>
<tr>
<td>Telephone expenses</td>
<td>12,182.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Miscellaneous expenses</td>
<td>506,512.00</td>
<td>Excess of expenditure over income transferred to Balance sheet</td>
<td>1,038,922.78</td>
</tr>
<tr>
<td>Bank Interest</td>
<td>2,015,648.46</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Printing &amp; Stationary</td>
<td>1,450.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Repair &amp; Maintenance</td>
<td>550.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bank charges</td>
<td>17,853.42</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Postage Expenses</td>
<td>2,288.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Postage stamp</td>
<td>242,058.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td>5,335,007.78</td>
<td><strong>Grand Total</strong></td>
<td>5,335,007.78</td>
</tr>
</tbody>
</table>

Signed in terms of our report of even date

For Khanna & Associates
Chartered Accountants
Regn. No. 0012597N

For Jai Jawan Jai Kisan Trust

K. A. Balasubramanian
Partner
Membership No. 17415

### Balance Sheet as at 31.3.2010

<table>
<thead>
<tr>
<th>Liabilities</th>
<th>Amount in Rs.</th>
<th>Assets</th>
<th>Amount in Rs.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CORPUS FUND</strong></td>
<td></td>
<td><strong>FIXED ASSETS</strong></td>
<td></td>
</tr>
<tr>
<td>Balance as per balance sheet</td>
<td>15,485,499.00</td>
<td>Land</td>
<td>105,000.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Cycle</td>
<td>30,000.00</td>
</tr>
<tr>
<td><strong>LIFELINE EXPRESS FUND</strong></td>
<td>1,000,000.00</td>
<td>Office Equipment</td>
<td>35,144.00</td>
</tr>
<tr>
<td>Receipts during the year</td>
<td></td>
<td>Building</td>
<td>437,510.00</td>
</tr>
<tr>
<td><strong>UNSECURED LOANS</strong></td>
<td></td>
<td>Computer Equipment</td>
<td>31,172.00</td>
</tr>
<tr>
<td>Bank Over draft</td>
<td>2,264,892.00</td>
<td><strong>CURRENT ASSETS, LOANS &amp; ADV</strong></td>
<td></td>
</tr>
<tr>
<td><strong>CURRENT LIABILITIES</strong></td>
<td></td>
<td><strong>STOCK OF PUBLICATION</strong></td>
<td></td>
</tr>
<tr>
<td>Expense Payable</td>
<td></td>
<td>(Valued &amp; Varified by the Trustees)</td>
<td>377,874.00</td>
</tr>
<tr>
<td>Other liabilities</td>
<td>252,648.00</td>
<td>less provision for morbid obsolete stock</td>
<td>-375,864.00</td>
</tr>
<tr>
<td></td>
<td>584,007.00</td>
<td><strong>DUE TO/ FROM PROJECTS</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Cash &amp; Bank Balances</td>
<td>899,00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Cash in hand</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>in ZDR. A/c with RBI</td>
<td>118,001.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>in FCRA A/c with RBI</td>
<td>1,513,069.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>in Fixed Deposits (incl interest accrued)</td>
<td>10,000,000.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>LOANS &amp; ADVANCES</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Security Deposits</td>
<td>32,000.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Advances recoverable in cash or in kind</td>
<td>20,400.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Tax Deductible at Source</td>
<td>401,299.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Jai Jawan Jai Kisan Trust Society</td>
<td>3,381,884.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Due from parties</td>
<td>21,324.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Miscellaneous Expenditure (to the extent not written off or adjusted)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Balance as per last Balance sheet 593,6727</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Less: Fore Period Adjustments 100,930</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Less: Excess of (income over expenditure) transferred from Income &amp; Expenditure acc: 300,937</td>
<td>3,510,210.00</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td>19,587,046.00</td>
<td><strong>Grand Total</strong></td>
<td>19,587,046.00</td>
</tr>
</tbody>
</table>

Signed in terms of our report of even date

For Khanna & Associates
Chartered Accountants
Regn. No. 0012597N

For Jai Jawan Jai Kisan Trust

K. A. Balasubramanian
Partner
Membership no. 17415
# Income & Expenditure Account for the year ended 31.3.2010

<table>
<thead>
<tr>
<th>Expenditure</th>
<th>Amount in Rs.</th>
<th>Income</th>
<th>Amount in Rs.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Films on Gender sensitization</td>
<td>473,557.00</td>
<td>Donations Received</td>
<td>3,000,090.00</td>
</tr>
<tr>
<td>Public Service messaging - Capacity</td>
<td>799,191.00</td>
<td>Interest received from deposits</td>
<td>849,952.00</td>
</tr>
<tr>
<td>Building &amp; Training</td>
<td>821,851.00</td>
<td>Saving Bank Interest</td>
<td>6,164.00</td>
</tr>
<tr>
<td>Advertising &amp; Publicity</td>
<td>5,759.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Local Conveyance</td>
<td>371,251.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Survey &amp; Technical Consultancy charges</td>
<td>36,072.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Website designing &amp; hosting</td>
<td>170,600.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Donations</td>
<td>313,323.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salary &amp; Wages</td>
<td>201,394.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Miscellaneous expenses</td>
<td>20,191.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bank Interest</td>
<td>462,543.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Printing &amp; Stationary</td>
<td>11,091.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bank charges</td>
<td>3,054.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Excess of Income over Expenditure</td>
<td>476,937.00</td>
<td>transferred to Balance sheet</td>
<td></td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>3,847,146.00</strong></td>
<td><strong>Grand Total</strong></td>
<td><strong>3,847,146.00</strong></td>
</tr>
</tbody>
</table>

Signed in terms of our report of even date

For Khanna & Associates
Chartered Accountants
(Regn. No. 001297/PN)

K. A. Balasubramaniam
Partner
Membership No. 17415

For Jai Jawan Jai Kisan Trust

For Equity And Inclusion
(A Unit of Jai Jawan Jai Kisan Trust)

Details of Projects
Panted 01-04-2009 to 31-03-2010

<table>
<thead>
<tr>
<th>Particulars</th>
<th>Samajik Swabhiman Sangram</th>
<th>Workshop UNDP- GBV in public spaces</th>
<th>General Activity GBV</th>
<th>Gender Resources Center Dutch</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Receipts</td>
<td>257,000</td>
<td>200,000</td>
<td>152,339</td>
<td>1,540,000</td>
<td>2,149,339</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>6,579</td>
<td>--</td>
<td>--</td>
<td>--</td>
<td>6,579</td>
</tr>
<tr>
<td><strong>Total (I)</strong></td>
<td><strong>263,579</strong></td>
<td><strong>200,000</strong></td>
<td><strong>152,339</strong></td>
<td><strong>1,540,000</strong></td>
<td><strong>2,155,918</strong></td>
</tr>
<tr>
<td>Expenditure</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Vocational Training</td>
<td>157,711</td>
<td>1,100</td>
<td>118,811</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Legal Empowerment</td>
<td>29,610</td>
<td>52,136</td>
<td>81,746</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Health Activity</td>
<td>104,668</td>
<td>70,000</td>
<td>174,668</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nutrition</td>
<td>33,959</td>
<td>4,172</td>
<td>38,131</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Information Dissemination</td>
<td>1,311</td>
<td>65,047</td>
<td>65,047</td>
<td></td>
<td></td>
</tr>
<tr>
<td>SHG Formation</td>
<td>1,311</td>
<td>98,114</td>
<td>99,425</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Overheads</td>
<td>20,253</td>
<td>20,253</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Documentation</td>
<td>1,061</td>
<td>1,061</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>One time Set up Cost</td>
<td>133,217</td>
<td>133,217</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-Formal Education</td>
<td>50,877</td>
<td>50,877</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>HR component</td>
<td>429,853</td>
<td>429,853</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Others</td>
<td>267,003</td>
<td>30,320</td>
<td>1,499</td>
<td>318,822</td>
<td></td>
</tr>
<tr>
<td><strong>Total (II)</strong></td>
<td><strong>1,209,270</strong></td>
<td><strong>50,320</strong></td>
<td><strong>312,321</strong></td>
<td><strong>1,571,911</strong></td>
<td><strong>1,571,911</strong></td>
</tr>
<tr>
<td>Excess/ (Deficit)</td>
<td><strong>-945,691</strong></td>
<td><strong>149,680</strong></td>
<td><strong>152,339</strong></td>
<td><strong>1,227,679</strong></td>
<td><strong>584,007</strong></td>
</tr>
</tbody>
</table>
## Balance Sheet as at 31.3.2011

<table>
<thead>
<tr>
<th>Liabilities</th>
<th>Amount in Rs.</th>
<th>Assets</th>
<th>Amount in Rs.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CORPUS FUND</strong></td>
<td></td>
<td><strong>FIXED ASSETS</strong></td>
<td></td>
</tr>
<tr>
<td>Balance as per balance sheet</td>
<td>15,485,499.00</td>
<td>Land</td>
<td>105.00</td>
</tr>
<tr>
<td>Add: Donations received during the year</td>
<td>2,903,000.00</td>
<td>Cycle</td>
<td>40.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Office Equipment</td>
<td>67,143.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Building</td>
<td>457,910.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Computer Equipment</td>
<td>31,172.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Furniture &amp; Fittings</td>
<td>29,435.00</td>
</tr>
<tr>
<td><strong>LIFELINE EXPRESS FUND</strong></td>
<td>1,000,000.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Receipts during the year</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>CURRENT ASSETS, LOANS &amp; ADV</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>CURRENT ASSETS</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>STOCK OF PUBLICATION</strong> (Value &amp; Verified by the Trustees)</td>
<td>373,844.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>-371,844.00</td>
</tr>
<tr>
<td><strong>CURRENT LIABILITIES</strong></td>
<td>819,682.00</td>
<td><strong>Cash &amp; Bank Balances</strong></td>
<td>-</td>
</tr>
<tr>
<td>Expenses Payable &amp; Other liabilities</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>721,489.00</td>
<td>Cash in hand</td>
<td>2,765.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Cash in Bank</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>In INR A/c with UBI</td>
<td>7,843.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>In FCRA A/c with UBI</td>
<td>2,318,477.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>In INR A/c with UBI (518033)</td>
<td>1,253,813.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>In INR A/c with UBI (660941)</td>
<td>136,322.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>In Fixed Deposits (incl interest accrued)</td>
<td>10,000,000.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>LOANS &amp; ADVANCES</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Security Deposits</td>
<td>51,230.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Tax Debitable at Source</td>
<td>413,657.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Jai Jawan Kisan Trust Society</td>
<td>1,996,225.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Miscellaneous Expenditures</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>(to the extent not written off or adjusted)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Balance as per last balance sheet: $5150230</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Add: Excess of (expenditure over income) transferred from Income &amp; Expenditure a/c: 315431</td>
<td>3,865,541.00</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td>20,526,670.00</td>
<td></td>
<td>20,526,670.00</td>
</tr>
</tbody>
</table>

Signed in terms of our report of even date

For Khanna & Associates
Chartered Accountants
(Regn. No. 001297N)

K. A. Balasubramanian
Partner
Membership no. 17415

---

## Income & Expenditure Account for the year ended 31.3.2011

<table>
<thead>
<tr>
<th>Expenditure</th>
<th>Amount in Rs.</th>
<th>Income</th>
<th>Amount in Rs.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brochures &amp; Accessories</td>
<td>39,648.00</td>
<td>Donations Received</td>
<td>600,936.00</td>
</tr>
<tr>
<td>Local Conveyance</td>
<td>7,099.00</td>
<td>Interest received from deposits</td>
<td>403,584.00</td>
</tr>
<tr>
<td>Professional Charges</td>
<td>55,000.00</td>
<td>Saving Bank Interest</td>
<td>13,453.00</td>
</tr>
<tr>
<td>Donations</td>
<td>233,700.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salary &amp; Wages</td>
<td>299,016.00</td>
<td>Excess of Expenditure over income transferred to Balance sheet</td>
<td>315,431.00</td>
</tr>
<tr>
<td>Telephone expenses</td>
<td>7,229.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Miscellaneous expenses</td>
<td>685,140.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bank Interest</td>
<td>101,883.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Printing &amp; Stationery</td>
<td>19,986.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bank charges</td>
<td>4,339.00</td>
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<tr>
<td>Postage stamp</td>
<td>4,688.00</td>
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<tr>
<td>Freight and carriage</td>
<td>708.00</td>
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<tr>
<td>Bonus</td>
<td>17,500.00</td>
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<tr>
<td>Office Rent</td>
<td>21,702.00</td>
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<tr>
<td>Office Maintenance</td>
<td>4,271.00</td>
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<tr>
<td><strong>Grand Total</strong></td>
<td>1,413,406.00</td>
<td><strong>Grand Total</strong></td>
<td>1,413,406.00</td>
</tr>
</tbody>
</table>

Signed in terms of our report of even date

For Jai Jawan Kisan Trust
Chartered Accountants
(Regn. No. 001297N)

K. A. Balasubramanian
Trustee
Membership No. 17415

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Chartered Accountants
(Regn. No. 001297N)

K. A. Balasubramanian
Trustee
Membership No. 17415
<table>
<thead>
<tr>
<th></th>
<th></th>
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<th></th>
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</thead>
<tbody>
<tr>
<td>Opening Balance</td>
<td>-46,663</td>
<td>10,000</td>
<td>-5,658</td>
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<td>116,000</td>
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<td>Expenditure</td>
<td>85,490</td>
<td>27,785</td>
<td>15,000</td>
<td>11,000</td>
<td>40,000</td>
<td>8,000</td>
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<tr>
<td>Total (i)</td>
<td>59,827</td>
<td>17,125</td>
<td>9,342</td>
<td>9,100</td>
<td>50,400</td>
<td>7,000</td>
<td>20,000</td>
<td>169,870</td>
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</table>

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Legal Empowerment</td>
<td>2,000</td>
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<tr>
<td>Health Activity</td>
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<tr>
<td>Human Rights</td>
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<tr>
<td>Women Development</td>
<td>2,000</td>
</tr>
<tr>
<td>Education</td>
<td>2,000</td>
</tr>
</tbody>
</table>

| Total (ii)          | 169,870 |
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|                      |         |
|                      |         |
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