



a space  
of their  
own

CEQUIN  
3 YEAR REPORT

March 2009- March 2012

a space of their own



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March 2009-March 2012



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## 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 are taking confident strides and claiming their equal space along side men. However, this is only a small part of the picture. The larger scenario is far more gloomy—with continued gender discrimination and increasing violence against women, India is at the bottom of international report cards on gender equity indicators.

A fresh discourse on women's rights is the need of the day – one that is inclusive and responsive. We need an approach which accommodates choice—from burqas to bikinis, 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 unit of the Jai Jawan Jai Kisan Trust (JJJKT), which has been in existence since 1988. While the infrastructural support has been a huge advantage of being a part of the JJJKT, CEQUIN has also had the space to work independently and chart its own course. CEQUIN's financial statements of the past three years which form a component of the JJJKT 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. Activities so far have been primarily with women from marginalised communities dwelling in the urban 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 key impediment to women's public participation – that is the surge 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 first 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 unstinted support, the dream of CEQUIN could not have materialised.

Sara Pilot and Lora Prabhu

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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.
- Macro-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.

produce  
50%  
of  
food

perform  
66%  
of  
world's  
work

provide  
70%  
of  
agri  
labour  
in  
some  
areas

17%  
less  
wages  
than  
men

earn  
only  
10%  
of the  
income

own  
just  
1% of  
property

unpaid  
work  
estimated  
at  
10% to  
39% of  
GDP

# Women and gender inequality

## Introduction

The Centre for Equity and Inclusion (CEQUIN) is a non-profit organisation working towards the empowerment of marginalised and excluded sections of the population. Its focus is on women in particular. The organisation was set up in 2008 by Sara Pilot 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 50% of the food, but earn 10% 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.unifem.org](http://www.unifem.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 UNRISD, 2010. (*Human Development Report, 2010*)

India has become the third largest economy in terms of purchasing power, and its consistent growth rates 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 407 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 counter 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 of 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 within this context that CEQUIN was founded—with the view to actively promote women's right to non-discrimination and equality. CEQUIN 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 realise 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 sensitisation 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, Sara and Lora, "CEQUIN's mandate is to work with marginalised women 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, CEQUIN firmly believes that empowerment can be achieved by making efforts to transcend the welfare mode of charity and doles, to that of social enterprise and entitlements; the organisation is engaged with the local community in a range of activities and in providing services as well.



Broadly the CEQUIN projects are:

1. **Centre-based activities with a targeted population:** Many of these programmes are conducted by the Gender Resource Centre/Samaj Suvidha 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 centre. The significant highlights are the annual three-day Jamia Bazaar, establishment of the self-help groups, regular health and nutrition camps, legal counselling, adult literacy classes, livelihood development, leadership building, etc.
2. **Advocacy and campaigns** like the Make Delhi Safe Campaign (whose brand ambassador is the cricket team Delhi Daredevils); Gender-based violence in public spaces (research, publication, conference).
3. **Leadership Building:** Women and girls' public 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. CEQUIN has signed an MOU with the All India Football Federation (AIFF) to promote women in soccer nationally.

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

The Gender Resource Centre (GRC) was set up in partnership with Delhi Government's Mission Convergence and Jamia University. The latter's role was significant, especially in the early days when CEQUIN did not have any infrastructural facilities to call their own. The university stepped in generously to help the organisation with resources. More importantly, the trust and faith reposed in CEQUIN with the Jamia Millia Islamia partnership ensured that CEQUIN was able to forge links with the local community faster.

Another important partner of CEQUIN has been the Embassy of the Kingdom of Netherlands. They have recognised the need to have gender-focused, human rights approach to projects that will have a long-term impact on the local community. Hence, CEQUIN has been able to conduct workshops such as the para-legal training, SHG training and health workers training.

### TOTAL NUMBER OF BENEFICIARIES AT THE GENDER RESOURCE CENTRE (GRC)

COMPONENT	April 2009 March 2010	April 2010 March 2011	April 2011 March 2012	TOTAL
Nutrition Camps	720	764	463	1,947
Health Camps	2,425	2,215	1,093	5,733
Weekly OPD	806	829	1163	2,798
Legal Awareness	419	798	693	1,910
Legal Counselling	41	67	54	162
Non-formal Education	120	155	89	364
Vocational Training	150	209	230	589
Samajik Suvidha Kendra	894	3,776	2,047	6,717

### Jamia Nagar

Jamia Nagar is in South Delhi, on the fringes 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. Jamia Nagar used to consist of a mixed population of Hindus and Muslims. Most of the inhabitants were farmers. Today, most of the population in Jamia 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 ghettoised and isolated from the larger opportunities that the capital offers. This is particularly true of the women who have barely ever stepped out of this area. There is very little interaction that the rest of Delhi has with this area. Hence, CEQUIN 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 communally 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 offset by the complete neglect by municipal and government authorities. Water, sanitation, electricity, schools, public health facilities, banking facilities, anganwadis, ration shops, roads, and transport facilities 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, economic, political—that consistently define and circumscribe women's lives, all women and Muslim women in particular. Inequalities persist in at least three areas:



socio-economic status, education, and work, even as gender inequalities pervade marriage, mobility, and autonomy across the board. Comparatively more Muslim women are illiterate than their Hindu counterparts. According to the MWS, 59% 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 MWS 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 devaluation 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 dips even further to 13.9 years. The majority of Muslim women are engaged in the informal sector—self-employed in low-paying often semi-skilled home-based work, casual labourers, domestic workers—a sector characterised 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, zari work, chikan work, ready-made garments, agarbatti rolling, and beedi rolling. The purdah and cultural restrictions are invariably sited 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 seclusion of poor Muslim home-based female workers, hindering their ability to organise into collectives. Muslim women have minimal participation in government micro-finance programmes such as self-help groups, watershed programmes and Panchayati Raj. There is hardly any access to, or awareness of, government schemes. Even balwadis seem inaccessible to over 75% of them in the MWS and only 3% were aware of women specific development programmes. One of the most striking findings of the MWS is the extreme restriction on mobility, with over 75% reporting that they need permission of their husbands for virtually every 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, CEQUIN decided to establish its flagship centre in Jamia Nagar, after conducting a household survey. It was a door-to-door survey conducted by five members of the CEQUIN 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 CEQUIN 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 7,948 forms had been corrected and completed. This was achieved, even though 2,123 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 CEQUIN needed to target. It also helped identify gaps in the developmental work that has taken place in this area over the years.

This is rich empirical data that CEQUIN 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.

CEQUIN's mandate is to work with marginalised women for inclusion—hence urban poor Muslim women. Our approach is to bridge the macro and the micro, global-local, working at the grassroots level as well as at the policy level.





## Gender Resource Centre

CEQUIN set up its Gender Resource Centre (GRC) in March, 2009 in Jamia Nagar. It was established under Delhi Government's flagship programme Mission Convergence through the collaborative Public Private Partnership (PPP). The Gender Resource Centre was formed to take care of all dimensions related to women's empowerment in a holistic manner, and is envisaged as 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 GRCs 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 people 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 GRCs. There has to be special emphasis on the most vulnerable people like the homeless, households headed by women, families involved in certain trades like rag-pickers and sex workers.

CEQUIN ensures this by direct intervention in the local community through the existing GRC components like health and nutrition camps, non-formal education training, creation and sustaining self-help groups and offering legal counselling and training paralegal volunteers. It also creates awareness about the government entitlements and empowers them to come to SSKs to avail the benefits. The aim is to disseminate information about the nine government departments that CEQUIN 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 Rashtriya Swasthya Bima Yojana (RSBY)
- Food and Civil Supply
- Urban Development

The Samajik Suvidha Kendra (SSK) was initially set up by CEQUIN in collaboration with Jamia Milia Islamia. CEQUIN is facilitating access by providing relevant forms and educating people about their entitlements, through the help-desk counsellor and community mobilizers. Recently, the SSK has also been appointed as a booth to issue the Aadhar card under the Unique Identification Project (UID) of the Central Government. The

Centre has also 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 (Y1), 3,776 (Y2) and 2,047 (Y3).

According to Farhat, who is in charge of the SSK desk and management of the CEQUIN database, "the SSK is responsible for the 40+ schemes announced by the Delhi Government and its nine departments. Some of the prominent schemes introduced at CEQUIN's SSK are Old Age Pension, Widow Pension, Disability Pension, National Family Benefit, Laadli, Janani Suraksha Yojna, Mamta Yojna, Swarn Jayanti Shahari Rozgar Yojna, Construction Workers Registration Scheme, National Family Benefit Scheme and SC/ST/Minorities Education/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 three to six months. These projects are organised 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 Suvidha Kendra: Mon-Sat
- Legal counselling: Friday, 3:30-5:30 pm.
- Healthcamp: 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 SSK is at present catering to women and children from approximately 10,000 urban poor households. The identified areas of the Centre's operations are around Jamia Nagar, covering vulnerable clusters of Taimoor Nagar, Bharat Nagar, Noor Nagar, Zakir Nagar, Batla House, Gaffar Manzil, Johri Farm, Okhla Village, Okhla Vihar, Haji Colony, Mujeeb Bagh, Ajmal bagh, Khizrabad, Gafoor Nagar, Saidabad, Gaddha Colony, Masigarh, Julaina Village, Ishwar Nagar, Maharani Bagh, Sukhdev Vihar, Friends Colony East and New Friends Colony. These congested clusters are of poor and predominantly, Muslim households. The extensive slum areas comprise of temporary shacks housing hundreds of households. Many poor families also live in one-room tenements in unauthorized constructions.



### Income generating scheme: 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 unwell and he finds it hard to make two ends meet and support his three children. Her mother tries to support 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 when a friend of mine told me about the arts and crafts classes run by CEQUIN."

To learn a skill without an additional financial burden to their meagre resources was just the opportunity Sana was looking for to bring some relief to her family. She learnt how to make stuffed 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 ₹50 each. Sana's joy is explicit, "I am so relieved that I am finally helping my family. I realize the value of being skilled and educated. So I am using some money to complete my education and with the remaining sum I am making soft toys, which I shall continue to market."

## COMMUNITY MOBILISATION

CEQUIN has a team of community mobilisers, which includes men and women. 19-year-old Nurin, is one of its dedicated members. She describes how they have a general plan to mobilise the community for specific projects, but at times have tweaked 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 the Muslims. According to Nurin, "if we have to organise a health camp, we go from door-to-door, visiting slums, talking about CEQUIN and its programme/ facilities. We also make announcements at the local mosque or temple. 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 organise 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 CEQUIN 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 – 5.00 pm, Monday to Friday. Our target is fifty households every day and we meet it. Initially when CEQUIN started, people did not speak well to us, they were very rude but much of this hostility has now reduced considerably. A constant predicament is that we work primarily with a migratory population, so people who are familiar with CEQUIN often move to other areas."

## VOCATIONAL TRAINING

Another very significant contribution of CEQUIN is to impart vocational training to the local women and girls. Three focus areas that have been identified are handicrafts, 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. So far more than 589 women and girls have benefited from these training sessions – 150 (Y1), 209 (Y2) and 230 (Y3). The guiding approach of CEQUIN is to be innovative, catalytic and sustainable.

The long-term vision for this project is to make a conscious effort to breakout of gender stereotype activities. However, all efforts are gradual, with constant community feedback so that the initiatives do not become unsustainable. The trainings have proved to be very popular, and all classes are running to full capacity.

## Beauty Training

According to Jyoti, the trainer for the beauticians course, "It is a Government of India programme that has been instituted for below poverty line (BPL) women. They are not required to invest any money in it at all. It targets slum dwellers and those who have left school. We began this programme in 2009. Initially the challenges that we faced were that the families resisted the idea of fashion, beauty and thought that the traditional culture of the women would be affected. Most of the women were illiterate. We had to explain that this was an income-generating activity. We conduct interviews to screen the applicants—especially since all socio-economic classes of candidates fill in the application forms. The purpose is to try and assess whether the candidates will drop out of the classes midway.

CEQUIN conducts the course over a period of six months, where classes of a two-hour duration are conducted daily. At any given moment, there are three batches of girls. So far 200 girls have graduated from these courses. Since most of them are very poor, CEQUIN gives the girls who enrol in the course a budget for materials, on the condition that it can only be used on the premises. During the six months, the girls are taught skills like threading of eyebrows, facials, hair strengthening, re-bonding, nail art and foot massage. When the students have to use expensive materials as in the case of re-bonding, then we combine all the batches and take a longer class of nearly four and a half hours duration. The largest batch has been of approximately 50 girls, although we admitted 75. The dropout rate is high for the following reasons: the brothers or the fathers of the girl do not want them to continue with the course; they get engaged; or they are required at home to do the household chores or they are working as maids and need to get to work, so are unable to devote time to the course.

This course has been successful. Many of the girls who have graduated have been employed in other beauty parlours. Lakme has selected six girls for training at a starting stipend of ₹7,000 per month. Significantly, some of the girls have opened their own parlours. They



### 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 ₹3,000 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 used to see my husband's daily predicament to provide just food for all of us, I used to cry."

Shehnaz's sister told her about the 'beautician's course' run by CEQUIN. When she learnt that there was the possibility of her getting a job, upon completing the course, she immediately enrolled for it. The hands-on training helped her to quickly equip herself with the skills that were required in the market. She also 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 no longer has to work all alone and now we can, together, shoulder the household responsibilities."

were able to do so, by borrowing money from their relatives. For instance, Khurshida, who has no father, did the course and then opened Shah Beauty Parlour in Zakir Nagar. Similarly, Fiza and Tyeba Khan (sisters) and their two friends, Huma and Arshi, opened a parlour with a loan and are already being able to repay it. It has also had an impact on their income generation. Before doing this course, the girls were earning approximately ₹1,500 but it is now nearer ₹5,000."

### 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 advance 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 palm. We have to teach them concepts like a quarter, by taking one kilogram of sugar, and dividing it into four equal proportions. 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 Jamia Bazaar, the women trained at the Centre in cutting and tailoring sell the products that they have made. More importantly, all the women trainees 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 a printing press where he gets a salary of ₹3,000 per month. Shaheen says, "we have to pay a rent of ₹2,500 per month, which leaves us with just ₹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 CEQUIN. It was a big opportunity 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 of tailoring from home. Today, she is earning approximately ₹4,000 per month and her significant contribution has transformed the quality of life of the whole family.

Shaheen remarks with joy, "I have enrolled my daughters in school again. My husband is able to seek medical attention for the first time. Daily groceries are no longer a challenge. Now, together, we are able to provide food to our family—with dignity."

more groups are opening their bank accounts. The SHG meetings have also become effective convergence point for other activities like paralegal workers to spread awareness about human rights and law. SHG members as well as those outside formal SHGs who are keen to build livelihoods through collective enterprise were provided focused training on product development, marketing, accounts and pricing. The objective was to work with existing skill sets and help translate them to economic empowerment. The process of training culminated in the second Jamia Bazaar exhibition at India Islamic Cultural Centre, New Delhi.

The GRC staff at CEQUIN was sent for a 'training and orientation programme on SHG mobilization' in March 2010, to Rajiv Gandhi Mahila Vikas Pariyojana at Raebareli. This intensive workshop involved classroom sessions and field visits, covering all aspects of SHG formation. It was here that Bushra Qamar, SHG co-ordinator, realised the potential of working towards establishing SHGs. Before joining CEQUIN, she had never worked, let alone stepped out of her home alone and nor was she encouraged to. But after these training sessions she has been the driving force behind the success of the SHGs.

CEQUIN has succeeded in setting up self-help groups with the help of its outreach workers. Economic independence for women through community mobilisation is the aim of these SHGs. Each group has proudly even been named by the community, such as Pragati, Bismillah, Vikas, Adarsh and Sakshi. These SHGs have regular meetings, which provide a platform to identify and deliberate critical concerns of women. The members also receive training with a special focus on group formation and leadership building. Each of these SHGs consists of at least 12 women between the ages of 18-70 years. Once a week, the women give ₹50 and the money is deposited in a bank three months later. After a year, the women 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 money. These three persons are responsible for depositing the money after three months. If a woman in the group has any sort of crisis, for instance a sickness, she may take out a loan (inter-loaning) from the SHG. The following week she will return the money with one rupee interest per fifty rupees. Curiously, even though the SHGs are tremendously beneficial to women, the rate of enrolment is not as intense 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 people to join. The first SHG group originally started with 27 members, however, once the women found out they had to give fifty rupees weekly most of the women left the group since they were unable to pay it. 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 example, so they give their money to the accountant and attend the meeting when they can. Also, the majority of the women are illiterate so they do not understand how the banks work and are therefore often hesitant to give their money. Even after learning about the banking system, many women do not have any identification papers, hence, are unable to open an account. In such cases, Bushra assists them in opening an account.

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

It all started with Rukhsana in Haji Colony. When she learnt that SHGs were about learning how to save, Rukhsana said that she would assemble 20-24 women. Some understood, but some were suspicious as they had previously been tricked into investing in schemes that subsequently turned out to be fraudulent. So, these women were worried that CEQUIN too would not be genuine. Despite these concerns, CEQUIN was able to establish ten SHG groups 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 bare minimum that the group could afford to pay. They also started inter-loaning 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

### SELF-HELP GROUPS

Organising successful Self-help Groups (SHGs) has been a challenge in urban slums. The most probable reasons for this are a lack of kinship bonds and homogeneity in the primarily migrant populations. This is the challenge faced in Jamia Nagar and the surrounding areas. Through its outreach programmes and intensive community mobilisation, in the first phase, CEQUIN was successful in forming seven SHGs.

These groups were in a nebulous 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 focused mobilisation efforts, handholding and capacity building workshop have borne fruit. The number of groups have gone up to 13 with a couple more on the verge of being formed. The saving amount has been steadily rising and more and

SELF-HELP GROUPS, GRC, JAMIA

Name of SHG	No. of Members	No. of Months since formation	Total Saving in ₹	Bank Linkage
Bismillah Group	18	24	98,990	State Bank of India
Muqaddas Group	12	19	36,180	Delhi State Co-operative Bank
Barkaat Group	14	16	43,500	Delhi State Co-operative Bank
Jagriti Group	12	16	39,800	Delhi State Co-operative Bank
Ekta	12	12	30,800	Delhi State Co-operative Bank
Nai Disha	12	9	20,600	State Bank of India
Ujjwal	12	7	16,600	In process
Aazaan	11	6	8,400	In process
Shakti	12	3	8,500	In process
Aaj Ki Jyoti	12	14	38,644	State Bank of India
Uday	12	2	1,000	In process
Unnati	12	2	1,000	In process
Sheetal	10	2	1,800	In process



### Chandrika

35-year-old Chandrika, from Taimoor Nagar, was not part of any SHG but was curious to learn about it. She participated in the two-day SHG Capacity Building Workshop organized by CEQUIN in partnership with Rajiv Gandhi Mahila Vikas Pariyojana (RCMVP). Deeply inspired by the potential of SHGs, Chandrika decided to take the lead in setting up an SHG in her own locality. When her husband learnt about this, he was angry and forbade her from engaging further. When Chandrika conveyed this to the group members, they were upset and said that they would disband the group if she was not a part of it. Chandrika decided to challenge her husband's decision. She showed him the certificate she had received at the training to prove how capable she was, despite being uneducated. Her husband was impressed by her achievement and allowed her to be a member of the group again. Boosted by her husband's support, Chandrika is now actively involved in mobilising SHGs not just in her locality, but in neighbouring areas as well.

based in Taimoor Nagar have non-Muslims members as well.

One of the biggest challenges that these women faced was to accept the ₹1 interest that had to be either paid or received. More so, as in Islam, this is considered to be "haram". CEQUIN also had to organize a meeting with the men/husbands of the women to explain the concept of an SHG. Now, for instance, the Bismillah group that consists of 19 women has within one year, managed to save ₹63,000. This is a huge achievement considering they only began with ₹950 in the first week. It has also transformed the women. Not all of the original SHGs remain. For instance, the one at Batla House was destroyed due to the floods of September 2010. Also, as this is a migratory population, many of those women moved to other places. The other two SHGs were disbanded as their homes were demolished. Another challenge faced by these SHG groups is that most of the land is owned by property dealers and so they get displaced very easily.

A wonderful success story is of Hajra, President, Pragati group, Johri farm. Before joining the group she could only serve her children one meal a day. However, once she was part of Pragati, she was able to accumulate ₹three lakhs to buy a one-room flat with water supply and an indoor bathroom. The story does not end there. After moving in to her new home, during the holy month of Ramzan in 2011, she encouraged women in her neighbourhood to use her bathroom, wash their clothes, and bathe for free. Some of the challenges in running these groups

smoothly is that since most of these women are illiterate, Bushra Qamar has to ensure she visits every group weekly to help maintain their accounts. This is quite strenuous and extremely time consuming. Also, the women are affected by demolition squads that remove their temporary shelters which can mean the group loses members. Finally, since most of these women are migrants, at times they disappear, and never to return to the locality.

### NON-FORMAL EDUCATION (NFE)

The preliminary baseline survey highlighted the fact that girls in the poor congested Jamia Nagar colonies have a high dropout rate. Even boys tend to drop out by class 8 and start working. Functional literacy is therefore an important component of the non-formal education programme. The total numbers of beneficiaries so far have been 364 – 120 (Y1), 155 (Y2) and 89 (Y3).

According to Shazia, the CEQUIN instructor for this programme, it consists of three components:

1. **Adult literacy:** This is aimed at the illiterate women who have never been to school. In the six months that they do the course, the women achieve basic literacy (as defined by the Census of India) – they are able to sign their names; read numbers and do basic arithmetic. Though most women converse in Urdu, they prefer to learn Hindi and the Devnagari script as that is the popular medium of communication. The adult literacy classes are scheduled in accordance with the comfort of these

women, who prefer to come into class in the afternoons, after completing their household chores.

2. **Non-formal education:** It is aimed at children who have dropped out of school, with a special focus on the girl child. They are taught at CEQUIN for six months, as per the course curriculum guidelines developed by Jamia University and approved by Delhi Government. CEQUIN provides the stationery 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 mobilisation is done in the same manner as for the other CEQUIN projects.

The challenges faced are:

- There is a high dropout rate of students due to parental pressure. The children are asked to assist in shops or work with their parents.
- For the NFE classes, there are 12-year-old girls, who are forced to dropout as their parents require them to manage the household while they work.
- Husbands do not permit the women to continue their classes.

A success story has been Rachna. She had finished her eighth 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 CEQUIN, she cleared her tenth class examinations. Interestingly, she took her examinations from the Jamia Board, where Urdu is a compulsory paper. In spite of never having learnt the subject earlier, she did so and cleared it in her first attempt. Now she is preparing for her school leaving examination that she will take from the Open School.

Muskaan says, "At CEQUIN'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. Muskaan had never been to school. She recalls: "My parents hesitated to seek admission for me because I stammered and this made me a reserved child. I hardly ever went out, but when my parents heard of CEQUIN's NFE programme, they allowed me to step out for the first time."

Muskaan 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 Muskaan regained her confidence and she 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. Muskaan'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 silenced for good. I will always remember the lessons I have learnt here and will fight my problems in life to be successful!"

### LEGAL EMPOWERMENT

#### Legal Counselling

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, counselling and free of charge legal aid is being provided by a woman lawyer who visits the CEQUIN 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 counselling and, if required, help from legal aid cell. So far approximately 40 cases have been tackled at CEQUIN. Given the



conservative upbringing of these women, and that they are not encouraged to mingle outside of the home/family, except with an escort, it is very courageous of them to share these extremely personal stories. Some of the issues tackled are maintenance; divorce; property related matters; infidelity; and Right to Information (RTI). Since it is a continuous challenge to instil courage among the women to access legal advice and aid, a critical activity of the Centre has been to hold continuous legal awareness camps to create awareness on women's legal and human rights.

According to lawyer Kesar Parveen, who has helped conduct the legal counselling sessions at the Centre in the past, it is done at two levels:

**Awareness programme at the community level**  
It is at the community level session that those cases that require special attention are identified. These are individuals who require inputs pertaining to various legal issues in their daily life. For instance, police interaction; the role of the police; intervention in a neighbourhood quarrel; and women's issues - pertaining to the Domestic Violence Act of 2005, especially those portions relevant to Muslim and Hindu Personal Law and which directly affect the women. These could be matrimonial issues or the rights of a daughter/wife in property issues.

#### Individual sessions

Individual counselling is usually done with those individuals who wish to discuss their issues in private. According to lawyer Kesar Parveen, "We discuss and educate them about women's rights as wife, mother, daughter and sister. They come to the office or the CEQUIN legal team visits them at home. A range of issues are discussed from love/arranged marriages to rejecting the bride, soon after marriage. It could also be related to quarrels in the neighbourhood where we have to educate the community that the police should not be bribed. We also differentiate between civil and criminal cases. Some of the other cases are dealing with marriage disputes, child maintenance and being abandoned by the husband or the husband is living with the family, but not supporting them. CEQUIN is able to refer cases to the Delhi Legal Service Authority where free service is provided. Since most of these women are unfamiliar with the world beyond Jamia, the CEQUIN social workers accompany them. Women also use the opportunity for individual sessions to share their grief. Or discuss on going family disputes, for which they may require legal recourse, but at times they shy away from it, if the family is very harsh. They are also concerned that if their families realise that the women are seeking legal advice, the husbands will go away or beat them. Elderly women who are being neglected are also helped."

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 CEQUIN.

#### Paralegal community

CEQUIN's view is that legal literacy is not just about accessing the legal system by going to court whenever a problem occurs. It is about empowering people to articulate their sense of right and wrong 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 a citizen and her social and governance structures, engendering confidence to articulate substantive and procedural rights where they matter most, such as at the family, the ration shop or the police station, to build healthy family and societal interactions and to enable communities to participate in decision-making processes.

For legal empowerment to be effective in the community a group of "advocates" were locally identified and trained. They communicated the concerns of the community. This group was taught skills and trained to seek solutions to problems through institutional processes. The training programmes on human rights and law helped the community members to develop an understanding of the legal system. This helped 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 CEQUIN projects - community meetings, door-to-door campaigns, individual meetings with stakeholders and the SHG women. An intensive baseline study was conducted providing recommendations and inputs for this training. The paralegal trainings was designed, based on these recommendations. A group of 30 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 wherever possible in order to result in greater justice for the community. The SHGs provide a readily available space

for these interventions to happen naturally. This is a crucial outreach and an integrating link between CEQUIN and the local community. The paralegal workers are meant to facilitate access to basic legal information and identify cases that require specialist attention.

CEQUIN participated in the Vatsalya Mela organized by the Ministry of Women and Child Development in Dilli Haat from 14-19 November 2011. The theme of the CEQUIN stall 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 Vatsalya 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 organised for the Paralegal Community in February 2012. According to Kripa Basnyat, Programme Coordinator, PWESCR (Programme on Women's Economic Social and Cultural Rights), "The focus was on intersectionality, feminisation of poverty, dignity, equality, human rights and power relations. Transformation was inevitable as participants came out of their 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. When we were showing a slideshow of "What not having dignity looks like?" I was moved when one of the participants said that "I thought I was the one suffering but there are many more who are in worse situation than us. We need to do something about it and help these people". I could see the drastic change in these women who were generally restricted to come out and attend such workshop 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 workshop was empowering. The women were confident about the outcome and asserted their



### 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 and 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 audiences were print (pamphlets, posters, newspapers), role-play as performing arts and films 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 Samakhya, Sitapur. I was equally pleased with the way these women have shown keen interest to continue with their learning and apply the learning as part of their empowerment. The most positive aspect has been I 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 laws 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 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 women 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 primary the Delhi Municipal Corporation Act and the legal literacy sessions were devoid of jargon.

Rachna, 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.

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 CEQUIN'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 Gaffar Manzil 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 debates 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 mass mobilization activity for CEQUIN. They create excellent opportunities for CEQUIN 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 CEQUIN showed that the average number of children per household is 5-6. Some women have as many as 8 children. Reproductive health is a serious concern in this area. CEQUIN'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 paediatrician, 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.

### 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 support in her life. Having no access to any form of legal advice, I could not get a divorce, and I receive 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 CEQUIN. This was a turning point. Tabassum accessed legal aid from the CRC. The legal advisor adopted a strategy of first empowering Tabassum with some skills to fulfil her daily financial requirements. She was advised to join the 'Beauty Culture and Health Care' course at the CRC. 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 ₹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 revived my confidence. Now I am going to fight for my rights. The legal advisor suggested 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 orient 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 showing. 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 for work which results in losing several jobs. Shabana is a migrant from Bihar, lives in a small makeshift jhuggi and works as a house maid. 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 ₹600. 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.

CEQUIN's community mobilisers helped Shabana by telling her about the health camps and OPDs which provide general check-up and free medicines for all poor people especially women and girl children. A very relieved Shabana says, "qualified doctors would charge nothing less than ₹100-200 consultation charges and prescribe medicines from outside. I will now not be forced to leave work because of poor health. I can seek help from CEQUIN and ensure my children also 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 meet at least 200 people at every camp, but the response is very good and the pressure is high. Usually up to 400 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 health and to create awareness about several neglected diseases/ ailments. These camps have helped address diseases like tuberculosis by taking the help of the Municipal Corporation Dispensary (MCD). Serious cases identified in such camps are helped to get specialized medical care through referrals given by these doctors. These camps have helped promote health seeking behaviours as well as provided easy access to health services for the poorest of the poor. These camps have also been very effective in creating awareness about CEQUIN'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 benefitted over the years are 2,425 (Y1), 2,215 (Y2), and 1,093 (Y3).

### OPD

This is held on the second and the fourth Wednesday of the month. The target is of 50 patients and it is easily met. The mobilization methodology is the same as the other projects, except that there are no public announcements made via a rickshaw. Each OPD clinic lasts for approximately two hours, hence, it not always 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 privacy for women from these conservative households to talk about their medical problems. 2,798 women have availed of the weekly OPD so far in the three years.

The Project Coordinator of GRC, Rizwan, 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), 829 (Y2) and 1,163 (Y3) have benefitted.

### Community-based Health Workers

These are girls from the community who are being trained to be health workers. This is a programme very similar to paralegal workers. 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 on managing the health of her family. Promotion of health-seeking behaviour is important, with special focus on reproductive health. These girls are also trained to impart basic information about health, prevention and cure. About 20 girls participated in a six-month course conducted under the supervision of Dr Srinivasan of the Santhanam Welfare India Fund Trust (SWIFT).

As a part of the White Ribbon Alliance for Safe Motherhood, CEQUIN partnered with Centre for Development and Population Activities (CEDPA) to conduct reproductive health training with the health workers. The girls were exposed to Right 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 other operations of the GRC, participation in these camps has increased significantly. So far, a total of 1,947 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 463 (Y3). There was a decline in the number in the third year since the targets for the camp were scaled down.

According to Zulfia, in charge of this programme at CEQUIN, 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 skits to help express 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 set yoghurt and give it to the children as 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. CEQUIN 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 closeted community and showcase their handicrafts, cuisine and culture. The second bazaar saw a 50% increase in participation, from 30 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

guests 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. CEQUIN 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, Roshni Craft Centre, Sparsh and others.

According to Zeba Kazmi, co-ordinator of the Bazaar, it was created to make the women confident and be 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 households that we are only teaching them skills which will enable them to earn money while sitting at home. In fact, they need not go out 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 converge and collaborate with CEQUIN'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."

CEQUIN then arranged a meeting for the parents where we explained that at the Jamia Bazaar the entire staff of CEQUIN will be present. We said that we take responsibility for the safety of these girls. We will escort them to and fro from 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 CEQUIN is providing a platform for these girls and to help them develop an identity and be independent. In a similar manner, we organized 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 NID trained designer, Usha Prajapati, at least six months in advance. This time CEQUIN decided to create a brand for itself. Whatever product was produced, had have a distinct identity and carried CEQUIN Craft tag. These products were made by the students trained at CEQUIN. They received a certificate and were paid for production.

For Jamia Bazaar February 2012 new products were launched, taking care of quality and design, like fashion accessories, uncut garments (scarves and stoles), home and a kid's range. This time all the products were hand-embroidered. The embroidery which we have taught these women include bead work, hand aari work, zari 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 realising their economic rights.



### Usha Prajapati, Designer

I have been associated with CEQUIN 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. CEQUIN works with Muslim women from urban unorganized sector. An annual event is the Jamia Bazaar where the women members of the SHGs and vocational training students exhibit and sell their handmade handicrafts. Most of the target women belong to the BPL section of Delhi settled in Jamia and neighbouring areas, the age group ranging from 16-40 plus. Many of them are going through various vocational training programmes organised by CEQUIN.

Craft-based livelihood initiative for CEQUIN 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 well of the organisation. We conducted four trainings with almost 60 women in a span of three months. It was structured as basic, intermediate and advance trainings. My colleague, Kanika Aggrawal 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 Zeba 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, uncut 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 labourer. She enrolled in the CEQUIN 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 Pilot 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 ₹800. "This is the first time that women and girls of poor households of Jamia Nagar got an opportunity to come out of their burkhas and showcase their talent. I was thrilled to see their enthusiasm. Yes, there were some initial hiccups, but the girls, especially from Muslim community, were so excited that eventually their parents allowed them to be a part of this venture".

Esha 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 kurtis 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, Zaiba, 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 heady with the success of the first day's sales, the women requested CEQUIN to extend the time on the second day to 8 pm. When the CEQUIN staff expressed their reservation about the response that the families and community would have, the women were adamant. Succumbing to their enthusiasm, CEQUIN agreed. Hastily extra lights and generators had to be organised, but it was all done. 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 molested roads, violence at home or harassment in an office, women in Delhi have every reason to be insecure. And it happens because of spectators to this injustice. So stand up. Speak out. And above all, treat women with respect. Because that's what defines a Delhi that's what will define Delhi.

**RESPECT WOMEN  
RESPECT DELHI**



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## Gender-based Violence in Public Spaces

CEQUIN is of the firm belief that a significant impact can be made on critical gender-based issues by active campaigns. Ideally these should be strategic and high profile since they will generate an interest and consequently create awareness and ultimately, a sensitivity and understanding to the issues. All of these should then cause small and steady, but significant changes to society.

Initially CEQUIN started with the Delhi-based campaign addressing violence against women in public spaces. This required a baseline survey, which was then discussed at a high level stakeholders meeting at Delhi Secretariat. Then the Delhi Daredevil Campaign was launched, with internationally renowned cricketer, Virender Sehwag as its brand ambassador. Subsequently, gender training was taken to schools and to the police. As part of this exercise, short films like *Seema aur Salim ki Dairy* were made and shown at these workshops. While impact of these initiatives was beginning to emerge in terms of greater public awareness and more effective police response, CEQUIN felt the need to understand the issue of gender based violence in public spaces more comprehensively, since the violence was obviously more than sexual harassment in public places. Hence, a national level conference was organised in October 2010 in New Delhi, where the leading experts across disciplines were invited to present papers. After the conference, CEQUIN has been engaged at the highest level of policy. CEQUIN was a member of the Working Group for 12th Five Year Plan on Contextualizing Women's Empowerment: Emerging issues and Challenges, Ministry of Women and Child Development. As a part of this working group, CEQUIN actively contributed inputs for policy planning. (July-Oct 2011). CEQUIN was invited to comment on the Government of India's report on the CEDAW committee. CEQUIN is also member of the Task Force for Women's Safety, Government of Delhi.

Most women, cutting across age, class and caste are subject to various degrees of harassment in public spaces. Freedom of mobility, speech and expression as enshrined in the Indian constitution is not affectively applicable to half the population. Women are unable to achieve their full capabilities due to social and cultural constraints which create violent barriers, thus impeding their effective economic and political participation. This stems out of the patriarchal understanding that public spaces belong to men. In order to promote women's political and economic participation, it is imperative to question this public-private demarcation, which relegates women to the domestic sphere.

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 most vulnerable and severely impacted. Migration and urban poverty further compound this issue.

Activism, government response and development funding in the context of violence against women has concentrated on domestic violence, in the last decade. The 2005 Domestic Violence Act in India was a landmark legislation. It has 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 against Sexual Harassment at Workplace Bill provides a framework to address sexual harassment at the workplace. However, while addressing gender-based violence (GBV) in the public space—between home and place of work, there is no existing framework within which to approach such violations. Prevention of Offences by Acid Act 2008, 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 basic categories of rape and 'eve teasing'. Anything short of rape falls in the category of 'eve teasing'.

Violence against women however goes beyond sexual harassment. The woman's body in many instances is used as a battlefield 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 naked, witch-hunting, 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' are 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 (2008). 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 block to women's advancement continues to be gender-based violence.

The public space would 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 CEQUIN has been engaging with.

### "Make Delhi Safe for Women" campaign

Partnership with Delhi Government

In order to ensure large scale and long term impact as well as institutional commitment, CEQUIN partnered with the Government of Delhi. CEQUIN facilitated a high level consultation, held on 6 March 2009. The meeting was chaired by Minister 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 in critical stakeholders, including representatives from police, transport, education, women's commission, Bhagidari (on behalf of the RWAS and MTAS), 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 CEQUIN as its 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. CEQUIN 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 RC Foundation. The survey was conducted in August 2009 with a sample size of 630, along with multiple focussed 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 crosscuts 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, Virendra Sehwag, who is the goodwill ambassador for CEQUIN, 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 region dailies and nine TV channels. The study received exceptional online coverage too with 31 websites featuring the launch. Having received a tremendous response to the study, which was discussed and deliberated by experts and others, CEQUIN has been successful in creating a meaningful public debate on the issue. On 15 December 2009, the details of the survey conducted by CEQUIN, was discussed in Parliament. The then Union Home Minister P. Chidambaram responded to the question raised on the study findings. Issues of harassment and assault, which are often ignored as 'non serious' offences were engaging our highest policy makers for the first time.

Following the findings of the survey, CEQUIN has had series of consultations with the Lieutenant Governor of Delhi, Shri Tejender Khanna, 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. CEQUIN's public service messaging is pitched for behaviour change in men and boys, attempting to redefine the concept of 'masculinity' and creating positive role models. With support from the GMR Group and Asian Roots, CEQUIN has created public service messages through ad agency Brand Planet, including spots on radio and television, posters and hoardings. Virender Sehwal 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.

CEQUIN 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 *Indian Express*, India TV, CNN-IBN, Aaj Tak and Times Now. It was also screened as a quiz question at the Brand Equity quiz conducted by Derek O'Brian. The hoardings

across prominent spots in Delhi were hosted for three months by corporate partners Ansals and Asian Roots.

### Educational Toolkit

#### SEEMA AUR SALIM KI DIARY

A critical activity of the campaign was to work with young people from schools and colleges, towards sensitisation and deconstructing gender stereotypes. In consultation with the Department for Women & Child and Department of Education, CEQUIN 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 Panmani of Dissolve Studio, has evolved after intensive research, consultation and tool testing. Subject experts Prof Tripurari Sharma (National School of Drama), Dr Kalyani Menon (Gender Expert), Jaya Shrivastava (Gender Expert, ANKUR), Satish Kumar (Gender Trainer, MASWA), Faizal Alkazi (Theatre Expert), Radhika Menon (Political activist, AIPWA), Kavita Krishnan (Editor, *Liberation*) and Rahul Roy (Filmmaker) 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 *Behrupiya Shehar*, published by ANKUR. The book documents the narratives of young children from the basti of "Nagla Machi". Keeping in mind these

characters, a storytelling text of *Seema and Salim*, two real life characters were created. Intensive feedback sessions with students based in Delhi from Sanskriti School, Umang 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 its 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, CEQUIN realised that they need to go beyond the assumption of violence against women being equivalent to sexual harassment alone. There was a

Legislation alone is not sufficient to ensure that women's rights are respected, assumptions and expectations on gender roles also need to change.

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.

With support from United Nations Development Programme (UNDP) and National Commission for Women, Government of India, CEQUIN commissioned a wide range of papers from specialists across India. The papers included: Flavia Agnes "Gendered Claims of Citizenship and Notions of Honour and Stigma"; Shilpa Phadke, "Gendered Usage of Public Spaces: A Case Study of Mumbai"; Sanjay Srivastava "Masculinity and its Role in Gender-based Violence in Public Spaces"; Rukmini Sen "Neutral' Laws or 'Moral' Codes Controlling and Recreating Sexualities/Intimacies"; Mohuya Chaudhuri "Role of media in Addressing Gender-based Violence in Public Spaces"; Nandita Bhatla "Gender-based Violence in Public Spaces: Consequences and Cost"; Shivani



Chaudhry, Amita Joseph, and Indu Prakash Singh "Women and Homelessness"; Prem Chowdhry "Redeeming 'Honour' Through Violence: Unraveling the Concept and its Application"; Keerthi Bollineni "Gender-based Violence in Public Places: Acid Throwing"; Binalakshmi 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"; Suman 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 approach 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 organised in October 2010, in New Delhi, with over 100 participants – academics, activists, professionals and policy makers from across India. The panels 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 Veerapa 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 Coeur-Bizot, United Nations Resident Coordinator and UNDP Resident Representative. "We need to reform the system in light of violence against women," said Shri Veerapa Moily, then Minister of Law and Justice, Government of India. "Laws 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 CSOs to come together to tackle various forms of violence against women". Patrice Coeur-Bizot 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, Sara Pilot, Chairperson, CEQUIN 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 (MWCD), "Consensus among stakeholders is critical with regards to pending women's bills and this must be accompanied by proper implementation through training various agencies."

### Zubaan 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 Sara Pilot and Lora Prabhu, Zubaan 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 Prabhugate, Ernest Norhona and Alka Narang "Gender-based Violence faced by Hijras in Public Spaces in Urban India".





## Sports for Women's Leadership

CEQUIN 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. CEQUIN 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 abysmally 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 symbolism which challenges gender stereotypes. It can potentially play a dynamic role as a vehicle to promote gender equity 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, wellness 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 thus see possibilities for themselves that they might not have imagined otherwise.

This CEQUIN sports project was rolled out in the Jamia Nagar area in association with Jamia Millia Islamia as well as AIFF (All India Football Federation) in June 2011. The AIFF has facilitated by providing woman coaches. There has been reasonable success since 40 girls have registered and have begun practising regularly. The initial phase of 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 organized 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 CEQUIN has recorded interviews with some of the players. It is quite moving since some of the girls sneak out to play, with only their mothers in the know. One of the girls Farheen, an average student, recounts with tears welling up in her eyes that she opted to be a part of the CEQUIN 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, CEQUIN initiated a high profile Sub-Committee on Women and Sports. 27 members included eminent personalities such as Smt. Syeda Hameed (Member, Planning Commission), Air Marshal (retd.) Padma Bandopadhyay, Jyoti Suri (President, Lalit Group), Indu Puri (Arjuna awardee, table tennis champion), Gul Panag (actor and social activist), Abha Sehgal (Principal, Sanskriti School), Shobhana Bhartia (Promoter, *Hindustan Times*), Kalli Puri (India Today), Barkha Dutt (NDTV), Tanya Chaitanya (Editor, *Femina*), Nisha Agarwal (CEO, Oxfam), Ravi Verma (Regional Director, ICRW), Kanta Singh

(Women Power Connect), with Sara Pilot and Lora Prabhu from CEQUIN as the Conveners of the Sub-Committee.

The Committee came together to discuss and deliberate upon various issues in the context of Indian women's participation in sports and the difficulties faced therein. The committee agreed that in order to encourage and nurture the role of women in Indian sports, equal opportunities need to be provided to women to help develop their potential. Proper infrastructure for training and skill development, safety provisions for the girls and motivation in terms of incentives and support should be provided in order to encourage more women to participate in sports at a professional level.

Smt. Syeda Hameed, Member Planning Commission congratulated CEQUIN for promoting women in sports. She shared that the 12th Five Year Plan will be more focused on a concerted gender alliance in terms of development in the country. She stressed that CEQUIN should look at monitorable targets and set up time-bound deliverables in order to assess and build up on the efforts towards the initiative. Smt. Hameed said she was hopeful that this cause will be taken up at the Planning Commission level.

Actress Gul Panag said: "Talent has to be spotted at an early age in order to nurture them to professional levels. Our efforts should be to focus on holistic development of women from the early stages through a gradual growth process leading them to establish themselves in all walks of life."



### 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. CEQUIN organised track suits and spikes for the girls, which improved their game tremendously. We play in the Bhogal grounds in the hot afternoon sun, which is very tough on the girls. There are no alternative grounds in the Jamia area. Despite all 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!"

### MOU with AIFF

After much brainstorming, it was decided that CEQUIN would focus on one sport, namely football for women. Focussing on a specific sport, it was felt, would allow CEQUIN's efforts to be more strategic and meaningful. Football was the unanimous choice for several reasons. As a low cost sport, all it requires is a football and 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 inclusion and team building, potent tools for social development. Women's football effectively shatters all stereotypes associated with this 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, CEQUIN signed an MOU with All India Football Federation (AIFF) to promote women's football in India.

### Football for Women's Empowerment at Jamia

To mobilise the girls, the CEQUIN 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 even providing a guard to keep watch while the girls practised. They had to convince them in the face of comments from men, even asking the girls to play in burqas if required. Prof. Najib Jung, Vice-Chancellor, Jamia Milia Islamia gave the girls' football team permission to use Bhogal Grounds, the football field on the University campus.



This was challenging since the football field is used by the boys. Hence CEQUIN was instructed to use the field between 2.00-3.00 pm, for an hour every day in the sweltering 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 care. As long as they did not miss a minute or a day of practice. They reported at the field even in peak summer. CEQUIN 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. CEQUIN organised exhibition matches and tournaments for these girls to get an opportunity to play competitive matches. The exposure has led to tremendous gain in confidence levels amongst the girls. According to Lora Prabhu, Director, CEQUIN,



"The confidence level of these girls has seen a dramatic boost, such quick gains have not been experienced by the organization, 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, equality, non-discrimination and human rights. There were a few girls who were hesitant to talk and open 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."



THE TIMES OF INDIA  
Date: 10<sup>th</sup> March 2011  
Region: New Delhi

## Moment of reckoning

It took some convincing on the part of an NGO to make these diffident women come into their own

**By Anand Bhatnagar**

It has been a long, arduous, and winding road for the girls of Jamia Nagar, New Delhi, who have been the focus of a social work initiative by the Centre for Equity and Inclusion (CEQIN). The girls, who were once shy and diffident, are now confident and assertive. They have taken the first steps towards becoming leaders in their own communities.

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### कोहिनूर को मिली बिजली रिक्शा की चाबी

कोहिनूर के आर्थिक रूप से कमजोर परिवारों को बिजली रिक्शा चलाने की क्षमता प्रदान करने के लिए CEQIN ने एक प्रयोग शुरू किया है।

कोहिनूर के आर्थिक रूप से कमजोर परिवारों को बिजली रिक्शा चलाने की क्षमता प्रदान करने के लिए CEQIN ने एक प्रयोग शुरू किया है।

### सिक्चन राष्ट्रमंडल खेलों से भारतीय महिलाओं की खेलों में हिस्सेदारी बढ़ाने पर जोर देगा

ईशिका शर्मा, राष्ट्रीय महिला आयोग की अध्यक्ष, ने कहा कि महिलाओं को खेलों में हिस्सेदारी बढ़ाने के लिए उन्हें प्रोत्साहित किया जाना चाहिए।

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THE TIMES OF INDIA, NEW DELHI  
Date: 10<sup>th</sup> March 2011  
Region: New Delhi

## Women feel city unsafe, unhelpful:

Awareness Drive Aims To Make Delhiites Gender Sensitive, Sehwaig Pitches In As Goodwill

### Not Getting A Fair Deal

Gender violence in public places

Category	Percentage
630 (20-30 years)	33.5%
Above 30	27.5%

**Findings:**

- 97% women feel sexual harassment is common in Delhi
- 40% women feel they are vulnerable as they are dependent on others
- One-third feel there was no particular age for women to be sexually harassed in the city
- 32.7% felt parks and bus stops were unsafe places, while 32.7% felt empty roads were dangerous. Drinking water fountains and parking lots were also perceived as unsafe
- 62% felt buses were the most unsafe mode of transport
- 34% felt economic status

**Reason for sexual harassment:**

Reason	Percentage
Money being a woman	33.8%
Being physically weak	16%
Money being a woman	9.5%

### CEQIN initiated the 'Football for Empowerment' Project in Jamia Nagar, New Delhi, in July this year.

CEQIN initiated the 'Football for Empowerment' Project in Jamia Nagar, New Delhi, in July this year. Speaking about the campaign, Sara Pilot, who leads CEQIN, said, "Using soccer is impactful because of the sheer symbolism of breaking gender stereotypes. As a low-cost team sport, it is a game for the masses. Our effort is to build confidence and leadership amongst girls. It is also about their right to play and claim public spaces."

### Capital gets its first female electric rickshaw driver

CEQIN has initiated a project to train women to drive electric rickshaws in Delhi.

CEQIN has initiated a project to train women to drive electric rickshaws in Delhi.

### महिलाओं का हुनर दर्शाता जामिया बाजार

दिल्ली के जामिया बाजार में एक महिला बाजार का आयोजन किया गया।

दिल्ली के जामिया बाजार में एक महिला बाजार का आयोजन किया गया।

### ROCKING THE GRASSROOTS!

Sara Pilot and Lovita Puri are on a leadership mission to help women prosper in their own communities.

Sara Pilot and Lovita Puri are on a leadership mission to help women prosper in their own communities.

**ful: Study**  
Goodwill Ambassadors



# MORE THAN A GAME

Vishakha Sharma/TNN

Actor Rahul Bose, who is also the founder and chairman of The Group of Groups, an umbrella organisation for 51 charitable organisations and NGOs in Mumbai, was recently in Delhi to play a football match to promote women's empowerment for Sara Pilot's Centre for Equity and Inclusion (CEQUIN). The match was played between the students of Jamia Nagar School and Sanskriti School, at the latter's premises.



Rahul Bose (left) and Sachin Pilot (center) play a football match in Delhi to promote women's empowerment.

A sport, Bose believes, has the potential to transform young people into confident and dynamic human beings. "Basic education is necessary because it allows you to pull strands of knowledge from different things you learn without being aware of it. For me too, education was a combination of sports, elocution, debates and studies, which has taught me important lessons: how to lose, lead and follow; discipline; to control my temper; patience; to know when to stand and when not to attack, besides a lot more," he explains.

Learning should preferably be fun-based; if not, it should be experiential.

According to Bose, women's empowerment through the medium of sports is a tried and tested method. Through sports, women get stronger, it helps increase self-esteem and self-defence skills, helps them to gain mental and emotional strength like fighting under pressure, team-work, being vocal and improves co-ordination. It builds confidence and fearlessness, which otherwise would take years to build.

Talking about the importance of co-curricular activities in education, Bose says, "One learns as much from sports and extra-curricular activities as from books. You learn discipline, concentration, how to work hard, etc. which help in studies the coming years."

Sachin Pilot, minister of state for communications and IT, also participated in the match to support the cause.

Media coverage

**हुनर**  
**जाज**  
... रीटर पर इकट्ठी (सीबीन) जमक ने लोपी रोड निगत कालपरत रीटर में से जलिया काजत न किया। निजकीन मेले का अयोजक मन बं लफे पर 25-26 वर्ष, मुजम नन, मुसिलम मुचन रर जाकिर हुवीन रोसरी ब्राकट रीटर किया। संस्था को

**Stitching a Story of Empowerment**

**प्रबंधक मारा फायर के अनुसार**  
इस मेले में जलिया की संस्कृति, कला, खास-पन और परंपरा को दर्शाया गया है। इस मेले के आयोजन में महिलाओं द्वारा निर्मित कलाकृतियां, हैंडिक्राफ्ट्स, कढ़ाईदार कुर्ती-सलवार, बेगम, खानदान के सज्जन, हैंडमेड जूते जैसे, ऐसी रंजीतवादी कलेक्टर को प्रदर्शित किया गया।  
इस अवसर पर संस्था की निदेशिका सीता प्रभु के अनुसार यहां की महिलाएं कढ़ाई और कपड़े की संस्कृति हैं। इस मौके पर गैर-परंपरागत जूते भी का, फलक अड्डलस, भल्लूर अदिपेरी एवं सजाविक कारकवादी सजाव अजमेरी समेत अनेक विविध अतिरिक्त उपस्थित थे।

**SAVVY SPIRIT**  
... The Group of Groups...  
... The match was played between the students of Jamia Nagar School and Sanskriti School, at the latter's premises.

**Jamla Bazaar**

**WOMEN AT WORK**

**Jai Jawan Jai Kisan Trust**  
18, Kotla Lane, Rouse Avenue, New Delhi - 110002

Balance Sheet as at 31.3.2009

Liabilities	Amount in Rs.	Assets	Amount in Rs.
<b>CORPUS FUND</b>		<b>FIXED ASSETS</b>	
Balance as per balance sheet	15,485,499.00	Land	105.00
		Cycle	30.00
<b>LIFELINE EXPRESS FUND</b>	1,000,000.00	Office Equipment	35,144.25
		Building	7,910.00
Receipts during the year		Computer Equipment	31,172.00
<b>UNSECURED LOANS</b>			
Bank Over draft	2,016,529.61		
		<b>CURRENT ASSETS, LOANS &amp; ADV</b>	
<b>CURRENT LIABILITIES</b>		<b>CURRENT ASSETS</b>	
Expense Payable	1,019.00	<b>STOCK OF PUBLICATION</b>	
		(Valued & Verified by the Trustees)	373,864.00
		less: provision for unsold/obsolete stock	-373,864.00
			.....
		Cash & Bank Balances	
		Cash in hand	552.00
		<b>Cash in Bank</b>	
		In SB A/c with UBI	7,843.00
		In Fixed Deposits	
		(incl interest accrued)	10,000,000.00
		<b>LOANS &amp; ADVANCES</b>	
		Advances recoverable in cash or in kind	15,000.00
		Tax Deductible at Source	319,701.00
		Jai Jawan Jai Kisan Trust Society	3,048,863.58
		<b>Miscellaneous Expenditures</b>	
		(to the extent not written off or adjusted)	
		Balance as per last Balance sheet: 3937804	
		Add: Excess of (expenditure over income)	
		transferred from Income & Expenditure	
		A/c: 1038922.78	5,036,726.78
<b>Grand Total</b>	<b>18,503,047.61</b>	<b>Grand Total</b>	<b>18,503,047.61</b>

Signed in terms of our report of even date

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

For Jai Jawan Jai Kisan Trust

K. A. Balasubramanian  
Partner  
Membership No. 17415

Trustee Trustee

## Jai Jawan Jai Kisan Trust

18, Kotla Lane, Rouse Avenue, New Delhi - 110002

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

Expenditure	Amount in Rs.	Income	Amount in Rs.
Donations	4,076,950.00	Donations Received	3,200,000.00
Salary & Wages	169,500.00	Interest received	1,096,085.00
Telephone expenses	12,182.00		
Miscellaneous expenses	506,712.00	Excess of Expenditure over income transferred to Balance sheet	1,038,922.78
Bank Interest	305,484.36		
Printing & Stationary	1,430.00		
Repair & Maintenance	550.00		
Bank charges	17,853.42		
Postage Expenses	2,288.00		
Postage stamp	242,058.00		
<b>Grand Total</b>	<b>5,335,007.78</b>	<b>Grand Total</b>	<b>5,335,007.78</b>

Signed in terms of our report of even date

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

For Jai Jawan Jai Kisan Trust

Trustee

Trustee

K. A. Balasubramanian  
Partner  
Membership No. 17415

## Jai Jawan Jai Kisan Trust

18, Kotla Lane, Rouse Avenue, New Delhi - 110002

### Balance Sheet as at 31.3.2010

Liabilities	Amount in Rs.	Assets	Amount in Rs.
<b>CORPUS FUND</b>		<b>FIXED ASSETS</b>	
Balance as per balance sheet	15,485,499.00	Land	105.00
		Cycle	30.00
<b>LIFELINE EXPRESS FUND</b>	1,000,000.00	Office Equipment	35,144.00
		Building	437,510.00
Receipts during the year		Computer Equipment	31,172.00
<b>UNSECURED LOANS</b>			
Bank Over draft	2,264,892.00	<b>CURRENT ASSETS, LOANS &amp; ADV</b>	
		<b>CURRENT ASSETS</b>	
<b>CURRENT LIABILITIES</b>		<b>STOCK OF PUBLICATION</b>	
Expense Payable	..	(Valued & Verified by the Trustees)	373,864.00
Other liabilities	252,648.00	less: provision for unsold/ obsolete stock	-373,864.00
		.....	
<b>DUE TO/ FROM PROJECTS</b>	584,007.00	Cash & Bank Balances	
		Cash in hand	899.00
		Cash in Bank	
		In INR A/c with UBI	118,001.00
		In FCRA A/c with UBI	1,553,069.00
		In Fixed Deposits	
		(incl interest accrued)	10,000,000.00
		<b>LOANS &amp; ADVANCES</b>	
		Security Deposits	32,000.00
		Advances recoverable in cash or in kind	20,400.00
		Tax Deductable at Source	405,299.00
		Jai Jawan Jai Kisan Trust Society	3,381,884.00
		Due from parties	21,324.00
		Miscellaneous Expenditures (to the extend not written off or adjusted)	
		Balance as per last Balance sheet: 5036727	
		Less: Prior Period Adjustment: 1009580	
		Less: Excess of (income over expenditure) transferred from Income & Expenditure a/c: 476937	3,550,210.00
<b>Grand Total</b>	<b>19,587,046.00</b>	<b>Grand Total</b>	<b>19,587,046.00</b>

Signed in terms of our report of even date

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

For Jai Jawan Jai Kisan Trust

Trustee

Trustee

K. A. Balasubramanian  
Partner  
Membership no. 17415

Income & Expenditure Account for the year ended 31.3.2010

Expenditure	Amount in Rs.	Income	Amount in Rs.
Film on Gender sensitization	475,557.00	Donations Received	3,000,000.00
Public Service messaging - Capacity Building & Training	790,191.00	Interest received from deposits	840,982.00
Advertising & Publicity	321,831.00	Saving Bank Interest	6,164.00
Local Conveyance	5,750.00		
Survey & Technical Consultancy charges	371,751.00		
Website designing & hosting	36,072.00		
Donations	170,600.00		
Salary & Wages	513,528.00		
Telephone expenses	7,133.00		
Miscellaneous expenses	462,543.00		
Bank Interest	201,098.00		
Printing & Stationary	11,091.00		
Bank charges	3,064.00		
Excess of Income over Expenditure transferred to Balance sheet	476,937.00		
<b>Grand Total</b>	<b>3,847,146.00</b>	<b>Grand Total</b>	<b>3,847,146.00</b>

Signed in terms of our report of even date

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

For Jai Jawan Jai Kisan Trust

K. A. Balasubramanian  
Partner  
Membership No. 17415

Trustee Trustee

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

Particulars	Name of the Projects				Total
	Samajik Suvidha Sangam	Workshop NCW-UNDP-GBV in public spaces	General Activity GBV	Gender Resource Center Dutch	
	INR	INR	FCRA	FCRA	RS.
Receipts	257,000	200,000	152,339	1,540,000	2,149,339
Miscellaneous	6,579	..	..	..	6,579
<b>Total (I)</b>	<b>263,579</b>	<b>200,000</b>	<b>152,339</b>	<b>1,540,000</b>	<b>2,155,918</b>
Expenditure					0
Vocational Training	157,711			1,100	158,811
Legal Empowerment	29,610			52,136	81,746
Health Activity	104,668			70,000	174,668
Nutrition	33,959			4,172	38,131
Information Dissemination				65,047	65,047
SHG Formation	1,311			98,114	99,425
Overheads				20,253	20,253
Documentation	1,061				1,061
One time Set up Cost	133,217				133,217
Non-Formal Education	50,877				50,877
HR component	429,853				429,853
Others	267,003	50,320		1,499	318,822
<b>Total (II)</b>	<b>1,209,270</b>	<b>50,320</b>	<b>0</b>	<b>312,321</b>	<b>1,571,911</b>
<b>Excess/ (Deficit)</b>	<b>-945,691</b>	<b>149,680</b>	<b>152,339</b>	<b>1,227,679</b>	<b>584,007</b>

Balance Sheet as at 31.3.2011

Liabilities	Amount in Rs.	Assets	Amount in Rs.
<b>CORPUS FUND</b>		<b>FIXED ASSETS</b>	
Balance as per balance sheet	15,485,499.00	Land	105.00
Add: Donations received during the year	2,500,000.00	Cycle	30.00
		Office Equipment	67,143.00
<b>LIFELINE EXPRESS FUND</b>	1,000,000.00	Building	457,910.00
Receipts during the year		Computer Equipment	31,172.00
		Furniture & Fittings	29,455.00
		<b>CURRENT ASSETS, LOANS &amp; ADV</b>	
		<b>CURRENT ASSETS</b>	
<b>CURRENT LIABILITIES</b>		<b>STOCK OF PUBLICATION</b>	
Expense Payable & Other liabilities	819,682.00	(Valued & Verified by the Trustees)	373,864.00
		less: provision for unsold/ obsolete stock	-373,864.00
			....
<b>DUE TO/ FROM PROJECTS</b>	721,489.00	<b>Cash &amp; Bank Balances</b>	
		Cash in hand	2,755.00
		Cash in Bank	
		In INR A/c with UBI	7,843.00
		In FCRA A/c with UBI	2,338,477.00
		In INR A/c with UBI (918053)	1,123,615.00
		In INR A/c with UBI (869541)	130,392.00
		In Fixed Deposits (incl interest accrued)	10,000,000.00
		<b>LOANS &amp; ADVANCES</b>	
		Security Deposits	52,250.00
		Tax Deductable at Source	453,657.00
		Jai Jawan Jai Kisan Trust Society	1,966,225.00
		<b>Miscellaneous Expenditures</b>	
		(to the extent not written off or adjusted)	
		Balance as per last Balance sheet: 3550210	
		Add: Excess of (expenditure over income) transferred from Income & Expenditure a/c: 315431	3,865,641.00
<b>Grand Total</b>	<b>20,526,670.00</b>	<b>Grand Total</b>	<b>20,526,670.00</b>

Signed in terms of our report of even date

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

K. A. Balasubramanian  
Partner  
Membership no. 17415

For Jai Jawan Jai Kisan Trust

Trustee Trustee

Income & Expenditure Account for the year ended 31.3.2011

Expenditure	Amount in Rs.	Income	Amount in Rs.
Brochures & Accessories	39,648.00	Donations Received	600,938.00
Local Conveyance	7,099.00	Interest received from deposits	483,584.00
Professional Charges	56,000.00	Saving Bank Interest	13,453.00
Donations	233,700.00		
Salary & Wages	209,016.00	Excess of Expenditure over income transferred to Balance sheet	315,431.00
Telephone expenses	7,729.00		
Miscellaneous expenses	685,140.00		
Bank Interest	101,880.00		
Printing & Stationary	19,986.00		
Bank charges	4,339.00		
Postage stamp	4,688.00		
Freight and cartage	708.00		
Bonus	17,500.00		
Office Rent	21,702.00		
Office Maintenance	4,271.00		
<b>Grand Total</b>	<b>1,413,406.00</b>	<b>Grand Total</b>	<b>1,413,406.00</b>

Signed in terms of our report of even date

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

K. A. Balasubramanian  
Partner  
Membership No. 17415

For Jai Jawan Jai Kisan Trust

Trustee Trustee

Details of Projects Period 01-04-2010 to 31-03-2011

Particulars	Name of the Projects										Total
	Samajik Suvidha Sangam	RSBY	Surveys	DWCD-DVD Launch	Workshop NCW-UNDP -GBV in public spaces	General Activity GBV	Gender Resource Centre - Dutch	UNDP	CEQUIN Activity	RS.	
Opening Balance	INR -945,691	INR ..	INR ..	INR ..	INR 149,680	INR 152,339	FCRA 1,227,679	FCRA ..	FCRA ..	RS. 584,007	
Receipts	1,513,021	10,000	11,600	200,000	..	..	2,079,000	2,031,668	225,331	5,845,289	
General Donations	..	..	..	..	..	..	..	..	..	225,331	
<b>Total (I)</b>	<b>567,330</b>	<b>10,000</b>	<b>11,600</b>	<b>200,000</b>	<b>149,680</b>	<b>152,339</b>	<b>3,306,679</b>	<b>2,031,668</b>	<b>225,331</b>	<b>6,654,627</b>	
Expenditure	86,589		7,567						0	94,156	
Admin Cost	227,525						39,045			266,570	
Vocational Training	40,920						711,220			752,140	
Legal Empowerment	111,000						240,838			351,838	
Health Activity	32,749						6,000			38,749	
Nutrition	5,403						66,212			71,615	
Information Dissemination	5,824						179,560			185,384	
SHG Formation	..						250,472			250,472	
Overheads										0	
Documentation										0	
One time Set up Cost	73,061									116,281	
Non-Formal Education	521,704						43,220			521,704	
HR component	318,510	5,758	454	205,214						529,936	
Others	1,526	2,000								1,526	
Unallocated Expenses										2,000	
Conveyance										677,508	
Jamia Bazaar										677,508	
Workshops					41,840					2,073,259	
<b>Total (II)</b>	<b>1,424,811</b>	<b>7,758</b>	<b>8,021</b>	<b>205,214</b>	<b>41,840</b>	<b>0</b>	<b>2,214,075</b>	<b>2,031,419</b>	<b>0</b>	<b>5,933,138</b>	
Excess/ (Deficit)	-857,481	2,242	3,579	-5,214	107,840	152,339	1,092,604	249	225,331	721,489	





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