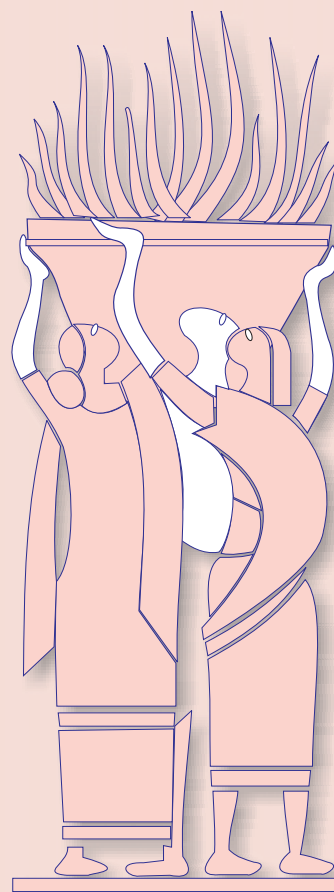


## VISION

A humane and equitable society where gender justice is realised.

## MISSION

To restructure gender relations through research, development, counselling, capacity building, networking and advocacy.



# CSR

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*"If only the women of the world would come together they could display such heroic non-violence as to kick away the atom bomb like a mere ball. Women have been so gifted by God. If an ancestral treasure lying buried in a corner of the house unknown to the members of the family were suddenly discovered, what a celebration it would occasion. Similarly, women's marvellous power is lying dormant. If the women of Asia wake up, they will dazzle the world. My experiment in non-violence would be instantly successful if I could secure women's help".*

**Mahatma Gandhi**

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## *From the Desk of* **THE DIRECTOR**

As Centre for Social Research (CSR) completes twenty years of purposeful existence, I am filled with a sense of accomplishment and satisfaction. At the same time, this puts on us an onerous task - the responsibility of carrying forward the agenda with a renewed determination and vision. Tracing the journey of CSR fills me with nostalgia. The journey has been difficult but rewarding. We have been able to carve a niche for ourselves in the fields of development, research, providing direct services to victims of violence and gender training.

The seeds of our mission were first sown during the period 1974-1977, when political upheaval in the country brought many thousands of people from across the country to the forefront of socio-political activity and reform-mindedness. It sharpened our ideologies and kindled a new flame in the youth. A few of us from Jawaharlal Nehru University (J.N.U) dared to dream of a society that was truly democratic. The university days provided the groundwork for building our commitment towards meaningful social transformation.

It was around this time that the women's movement in the larger society was also gaining momentum. Madhu Kishwar, Gita Menon and myself brought out a magazine that raised issues affecting women. For me personally, the feminist writings of the time, that of Betty Friedan and Simone de Beauvoir, were great influences on me. Pramila Dandavate also played a crucial role in giving direction to my efforts. She motivated me to join in her mission of attaining justice for a victim of dowry death.

This was the first time that I had witnessed the scene of a dowry death and my first involvement with a women's group, in their struggle with the police to get them to register the case. This memory lingered for long and provoked me to write my book "Brides are not for Burning". All this greatly influenced me to become an active part of CSR and I decided to devote myself to its activities.

As we moved out of the university we were caught in moral, ethical and ideological dilemma. On the one hand was our ideological commitment, understanding of social and developmental issues,



desire to change society, work with the poor and on the other side, our own personal desires for a career and family. We initially drifted away, but our social commitment pulled us together again and in 1983, Radhakrishnan, Anand Kumar, Rajaram, Renuka Singh, Sudhindra Bhadoria and myself, got together to establish CSR. There were many who thought that we were eccentric and they could not visualise that our enterprise and endeavour could succeed to such an extent. Our dreams helped us to carry on and we turned them into reality through setting up CSR.

CSR started its initial work with the underprivileged people in slums and backward areas. Through our work we came to the understanding that women's issues are at the centre of all kinds of development agenda. Gradually we moved on to address women and gender issues. This shift in emphasis was both a result of our commitment and the special need of the time.

Our convictions guided our efforts to build a gender just society. However with a resource crunch, we soon found ourselves on the verge of putting an end to our dream project within three years of its inception. But Hanke Koopman, the Women Development Officer of Royal Netherlands Embassy, expressed her appreciation of our work and extended monetary help in the form of a small grant from the Embassy. Thus CSR was given a new lease of life. From then on we have carried on our agenda through various kinds of interventions in society.

We have made a mark in every area that we have worked. The articulate, empowered women from our projects speak volumes for the kind of work CSR has done. We have now started taking our first tentative steps in the wider South Asian region, and are now moving towards extending our expertise and making an impact at this level. Today when we are lauded for our interventions in various sectors of society it is worth considering this accomplishment has not been achieved by single stroke of the hand. There have been many individuals and the hundreds of women who helped us achieve this milestone. This Decade Report is also an acknowledgement of their efforts in building up CSR over the past two decades.

This Decade Report is not only about the past, but is also crucial in giving direction to the future. From small and humble beginnings we have developed as an organisation that has a presence from the grassroots to the international level. With support from our partners and organisations that shared our mission we have grown into a unique organisation. We hope that through assessing our past achievements, our vision for the future will get sharpened and we will be able to work with greater vigour towards our mission.

I hope this account of ten years of CSR's journey in this report will give you an opportunity to know the different facets of CSR. This report is a reflection of our experiences, which we have learnt through working and sharing with people.

Dr. Ranjana Kumari  
*Director*  
*Centre for Social Research*

## The IDEA of CSR ...

The idea of creating a centre, having the commitment to undertake research and follow-up activities to address basic problems of our society – particularly those of underprivileged people - had its roots in our association with Jaya Prakash (J.P) movement. In 1970s, many of us were students of advanced courses in social sciences at Jawaharlal Nehru University (J.N.U) and were also involved in J.P movement. We were deeply influenced by the call of J.P Narayan to use our energy and idealism towards solving the basic problems of our society, which remained unattended despite a long period of freedom. The question was – “how do we do it?” The answer was a three-pronged programme - protesting against injustices, contributing towards constructive experiments and by pursuing for a change in the policy of the Government of the day.

After the J.P movement there was a change in Government in 1977. It was suggested by J.P Narayan that those who did not want to participate in politics as a profession, but still want to continue their engagement in social change, must work in different ways in the context of the problems of larger society - particularly those of rural poor, women, children, low castes and unemployed people. So some of us got together to create a small research and action group. The first funds came from Scheduled Caste/ Scheduled Tribe (SC/ST) Commission to undertake a study on the impact of higher education upon the SC/ST youth of Madhya Pradesh and a small grant came from Indian Council for Social Science

Research (ICSSR) to study the working and living conditions of rickshaw pullers.

Our ideological inspiration came from those who have contributed to the betterment of human society, like Mahatma Gandhi and Karl Marx. But most immediately we were all very touched by the perception, analysis and suggestions of Dr. Ram Manohar Lohia and J.P Narayan. This ideological bent of mind



influenced us to set up Centre for Social Research and Action (the earlier suggested name) to make the knowledge of society more meaningful for the marginalized and underprivileged sections. Our teachers supported the move and many of them agreed to join our board of advisors. International personalities like Meghnad Desai, Lloyd and Susan Rudolph, Immanuel Wallerstein, William Wilson, along with famous sociologists Professor Yogendra Singh, Professor S.C. Dubey, Professor Imtiaz Ahmad and a few

others became our advisors. They were also very generous in giving their time and support and in creating a moral environment for giving us confidence that we were moving in the right direction for our times and for our kind of commitment.

We wanted to create a meeting ground for academicians, activists and policy makers. Along with CSR, there were many other people, like my friend Anil Agarwal, who was doing something similar with Centre for Science and Environment and our friend, Vandana Shiva, who was trying to do something with science policy and problems pertaining to scientific inquiry, scientific innovations and technological changes.

CSR is an organisation located in South Asia, more specifically in North India. This part of the world is changing very radically in search of a better system of governance and a better system of human survival with dignity. We are moving from a representative democracy to participatory democracy, from a State-centric system of management and governance towards a system that is going to pay more attention to the potential of civil society and market along with the State. These changes must be reflected in the activities and priorities of any organisation, which is engaged in promoting informed social action and action oriented social research. CSR must see that we are in tune with the times and that we become a resource centre, a facilitator, a catalyst and a mobiliser for all those who are looking for a greater share in democracy and who are engaged in promoting those conditions which would give life with dignity.

Reflecting on our efforts of the past twenty years, I feel that our dreams are very close to realisation. We now have a new generation of

competent and well-equipped people looking after CSR on a day-to-day basis. Our studies, seminars, workshops and action projects have created an image of transparency, honesty of purpose and efficacy in impact. This is very heartening and satisfying. We have created an atmosphere where social research and social action are seen as partners of each other moving hand in hand. Earlier research used to be purely academic and social action highly influenced by ideological dogmas. Today both sides are a little more open. Activists are still inspired by their ideologies, but they also think that it is important to learn from the people and situation at the grassroots level.

There is considerable adhocism and lack of a structural orientation in the voluntary sector. It is not very well institutionalised and our commitment to the people is not very transparent. We know that there is a lot of corruption in bureaucracy, and in corporate sector but we cannot say that the voluntary sector is free of these diseases. We therefore need role models in the voluntary sector. CSR being a pathfinder in the voluntary sector, has a role to play here. CSR has been playing the role of pilot in the context of women's mobilisation for political representation in South Asia and this role has to enlarge. We have to bring a lot more friends together from all South countries as well as North countries. This will require multilevel engagement from CSR and we see more busy times ahead.

Dr. Anand Kumar  
Head of the Department  
Centre of Social Systems  
Jawaharlal Nehru University  
New Delhi



## *In the Aftermath of* **THE EMERGENCY ...**

Centre for Social Research (CSR) began in the aftermath of the Emergency; when there was a rekindling of enthusiasm and hope in the future of the country. It was an era of a massive political change in the country, when the Congress party lost power in the centre for the first time since India gained independence. The impact of this on society was palpable and cataclysmic.

The early seventies were the era where the State had an important and leading role to play in society. It was the era in which the State set the economic goals and private capital was controlled in the name of equity and redistribution. Market played a limited role in economic distribution. 'Socialism' was the buzzword ideologically and politically. The dominant thinking at that time was that the development process in the country had benefited a small privileged section of society from which a vast majority had been left out. The belief was that only by mobilising and organizing these marginalized sections, like dalits, tribals, women and the minorities, into powerfully organized groups would there be a change. To bring about these changes, youth, especially middle class youth, had to be the vanguards of change as they were motivated by idealism and could 'declass' themselves. The role of youth in the 'Navnirman' movement in Gujarat in early seventies, and the Jaya Prakash (J.P) led movement in Bihar for 'Total Revolution' (during 1973 to 1975) seemed to give weighting to this line of thinking and philosophy.

The J.P led movement ultimately culminated into a mass agitation at the centre demanding the resignation of Indira Gandhi as Prime Minister, when she was found 'guilty' by the Allahabad High Court of unfair

practices in the election to the Lok Sabha in 1971. This led to the infamous Emergency, which lasted for a period of 21 odd months from June 1975 to March 1977.

It was in this era that CSR took birth. I remember the days when we met in 7 Pandit Pant Marg to launch CSR with a focus on mobilising those groups, which



had been left out. Some of the initial studies were focussed on tribals and youth.

CSR believed that action oriented research was meaningful for a country like India; and that these groups which were the focus of research and study should be mobilised. This led to formation of Parivartan, which worked as the action wing of CSR. The various units that started in Varanasi, Etawah and Jaunpur in the first decade are a testimony to this. The organization of support groups in these

places also bears testimony to this.

As the issue of gender gained importance world wide, CSR's energy, rightly so, became focussed on this area. Although there was a desire to work on a variety of themes like youth, tribals, dalits, and minorities, given the small resource base of CSR, our energies got devoted to the emerging issue of gender, with focus on women and their problems.

I must add that CSR, and Ranjana Kumari in particular, has played a leading role in devoting time, energy and effort in doing research, and in giving policy and program focus to issues concerning women and their problems. "Brides are not for Burning", a book on dowry deaths, was a path setter, capturing the imagination of all those concerned and giving attention to the issue of dowry deaths in Uttar Pradesh and other parts of the country. The subsequent works focussed on the issues concerning the status of women in India, and the measures needed to uplift them. When the scholarship in this area increased, CSR focussed more on the issues of women in political arena for research and advocacy efforts. At the same time the efforts to 'conscientize' personnel in bureaucracy and those in decision-making positions in this country got

a boost, with the starting of Gender Training Institute (GTI), the training wing of CSR.

In the last two decades, it is the efforts of CSR in not only focusing towards many key areas but also working with other like-minded groups on issues such as gender that has been its significant contribution to Indian society. It was thus appropriate that when the thought of nominating a women candidate for the Lok Sabha elections crossed the minds of those in the forefront of the women's movement, the choice fell on Ranjana Kumari of CSR, to be the candidate of the women's movement! Even though Ranjana did not contest the election for various reasons, the fact that she was the choice was an honour to her and to CSR, as a testimony to her and CSR's contribution to the upliftment of women in this country.

Let me end by wishing CSR further success in the decades to come.

Prof. N. Rajaram  
*Head of the Department*  
*Sociology*  
*University of Baroda*  
*Gujarat*



## Lord GANESHA Says ...

*"Lord Ganeshjee's BIG HEAD inspires us to think big and think profitable; the BIG EARS prompt us to listen patiently to new ideas and suggestions; the NARROW EYES point to deep concentration needed to finish tasks in hand well and quickly; the LONG NOSE tells us to poke around inquisitively to learn more and the SMALL MOUTH reminds us to speak less and listen more".*

One of my first activities with Centre for Social Research (CSR) was a workshop on 'Capacity Building and Teamwork' in November 1994 in which we assessed ourselves as professionals against the motto above. Over the years we learned to apply the head, ears, eyes, nose and mouth on the organisation itself. Nowadays, we call it organisational development or organisational learning.

In the past years, I have exchanged the image of Lord Ganeshjee for other metaphors, which are more applicable in the African context, but images and metaphors have proven to be powerful tools to address organisational issues. It was in that same workshop that through the drawings we made of CSR that organisational issues came out that would have been difficult to address otherwise. I clearly remember our first Gender Training Institute (GTI) review after one year of existence (it was in April 1998) in which we also worked with metaphors to express our ideas on the future of GTI.

Looking back to my CSR involvement, it is GTI that I carry with me as a wonderful experience. GTI in the making; setting up the office, getting clarity on our vision and mission, starting our strategic planning and

translating it into a curriculum, recruiting the staff and building up the team, whilst carrying out the training programmes.

It was a learning experience in which we deepened our understanding of gender



inequality as a root cause of poverty and gender justice as a right. Nowadays we stress the importance of building trust and respect in developing relationships; it was in GTI that we practised it; together with Jyotsna Roy, my colleague and peer (she has become my dear friend) and with the other members of the GTI team. It is people who make the organisation; it was us who created GTI.

Nowadays I am working with organisations in developing and strengthening their capacities. There is often contradiction in organisations; it is most often about vision and leadership. We in the development sector are supposed to support others to change and to develop. We can only do so if we practice ourselves what we suggest for others. I have learned over the years that openness and critical reflection in a

continuous and consistent way on what we do and don't do will help us to develop our organisations and ourselves. It once started with Lord Ganeshjee in CSR.

Anne-Marie Schreven

*Program Coordinator/ Senior IDOD Advisor  
SNV- Ethiopia (Netherlands Development  
Organisation)*

# CSR as an ORGANISATION

*"Our aim is to reach a stage when all our participants stand on their own and do even better without our support. In this lies our success".*

*Ranjana Kumari*

The Centre for Social Research (CSR) has been one of the leading women's institutions working in the field of social action since 1983. CSR was formed by a group of concerned social scientists dedicated to promoting the empowerment of women, deprived castes and groups. The aim was to create a centre for social research and action to make the knowledge of society more meaningful for the marginalized and underprivileged sections.

CSR's focus on women's issues reflects a call of the time. CSR aims to empower women and give them the resources to be self-reliant individuals. We work at the grassroots, national, regional, and international levels to raise women's awareness of their rights, build inroads into decision-making institutions from Panchayats to Parliament, and to eliminate violence against women. Our goal is to achieve economic self-sufficiency and raise awareness of social, political and legal issues. Presently our organisation is divided into six departments: Research, Development and Capacity Building, Gender Training Institute, Violence Against Women Programme and Networking and Advocacy.

## RESEARCH

CSR undertakes research with the conviction that effective and sustained social action

requires identification and analysis of conditions at the grass roots level. We conduct research on issues related to Gender, Violence Against Women, Women and Economy, Environment, Health, Education, Governance and Political Empowerment.

## DEVELOPMENT AND CAPACITY BUILDING

Our development programmes promote skill training, income generation and supportive activities to enable rural women to achieve self-reliance. Women's collectives, known as Parivartan Mahila Swavalamban Samiti (PMSS), are formed as the first step in the implementation of these development projects.

## GENDER TRAINING INSTITUTE

Through training we aim to dispel misconceptions associated with gender so that these do not become restricting factors for both men and women in the course of their lives.

*We conduct trainings in the following areas:*

- ◆ Educational Sector - Synergising Gender in Education

- ◆ NGOs - Gender Integration in Projects
- ◆ Law Enforcing Agencies - Gender Sensitisation for Law Enforcing Agencies
- ◆ Corporate Sector - Integrating Gender in Corporate Decision Making
- ◆ Panchayati Raj Institutions - Capacity Building in Governance

### **VIOLENCE AGAINST WOMEN PROGRAMME**

CSR provides family and legal counselling, free legal aid and information on women's rights and facilitates the process of attaining justice for women victims of violence. We run six counselling centres in Delhi, located at Chattarpur and Sangam Vihar in South Delhi area, Vasant Kunj and Palam Gaon in South West Delhi, Trilokpuri in East Delhi and Yamuna Pushta in North Delhi.

### **NETWORKING AND ADVOCACY**

CSR has been actively involved in networking and advocacy by mobilising women at the grass roots level and initiating dialogues and interacting with organisations at the national, regional and international level.

At the national level we coordinate the Joint Action Front for Women (JAFW), a collective comprising of 97 organizations and individuals across the country.

At the regional level, we are the first secretariat to South Asia Network of Women in Politics (SANWIP).

At the global level, CSR holds the position as a vice president of Centre for Asia Pacific Women in Politics (CAPWIP).

# RESEARCH

## *“Research for Social Change”*

*CSR believes in promoting interdependence between research, action and sustainable development. Research is undertaken with the conviction that effective and sustained social action requires the identification and analysis of conditions at the grass roots level.*

Research is an integral part of Centre for Social Research's (CSR's) activities. The research division of CSR is motivated by the belief that the pursuit of knowledge should be a socially relevant activity. It shouldn't limit itself to seminar rooms, professional journals and unread official documents. CSR believes that social science research can be made meaningful to society at large, by linking it with programmes of sustained social action.

During the initial period, CSR concentrated its research on localised problems and lives of the underprivileged – Scheduled Castes, Scheduled Tribes, women and the unorganised urban poor. In the latter period, while the CSR research wing remained focussed on issues concerned with the underprivileged, the scope of our research widened to national and South Asian-level issues. The issues that currently concern us are health, gender, violence against women, environment, education, governance, political participation, labour, industry and trade.

Our research findings provide other departments of CSR - Development and Training Divisions and the Violence Against Women Programme – with important and relevant information. On the basis of these research findings, other departments of CSR

have planned and implemented various action programmes.

CSR has completed two studies on the theme Gender and Local Governance - “Breaking the Barriers: Mobilisation of Rural Women in Uttar Pradesh” (1994) and “Gender and Local Governance: Its Implications on Development” (2002). The latter project was jointly undertaken by CSR (New Delhi, India) and Centre for Women and Children Studies (CWCS) (Dhaka, Bangladesh). CSR hosted a joint Indo-Bangladesh Workshop in New Delhi with reference to this project during 3-5 August 2001. This workshop provided a platform for the Bangladesh research team to share their findings as well as allowing discussions and presentations by experts in the field.

CSR conducted research on the theme of Urban Local Bodies (ULB), firstly in Delhi - “Women in Urban Local Bodies: A Case Study of the Municipal Corporation of Delhi (MCD) Elections” (1997) and then in Rajasthan - “Strengthening Government Citizen Connection for Effective Governance of Urban Local Bodies: A Study of Jaipur, Jodhpur and Udaipur Municipal Corporations of Rajasthan” (2001). On the basis of the findings of the latter study, a training module was developed and training was given to the Councillors of Jaipur,

### *CSR's approach to research is unique.*

Through our research, we disseminate information at four levels:

- *We aid research participants in better understanding their own situation.*
- *We strengthen our knowledge base.*
- *We inform policy makers and social activists.*
- *We articulate our findings at the national and international level.*





Jodhpur and Udaipur by Gender Training Institute (GTI). The findings of the research were shared in the seminars organised in Jaipur and Delhi in which various stakeholders from the field - corporate houses, citizen groups, NGOs and administrative staff - shared their experiences.

In 2002, CSR concluded a research project on "Domestic Violence: A Case Study of Selected Areas in the Indian Capital". The research highlighted the prevalence and seriousness of domestic violence in Delhi. In connection with this research CSR organised an "Advocacy Seminar on Domestic Violence Bill", the recommendations of which were presented in the Standing Committee of the Ministry of Human Resource Development on the Prevention of Domestic Violence against Women. The study also identified the frequency of psychological violence against women. CSR has thus broadened its concern over women's health to include not only women's physical health, but also mental health issues. In 2003 CSR's focus has been on mental health concerns and in collaboration with the Institute of Human Behaviour and Allied Sciences (IHBAS) CSR's Violence Against Women programme is facilitating the

process of counselling and treatment for such cases.

CSR has recently completed its first major study on gender impact of trade liberalisation and globalisation - the India Country Report "Gender and Trade: Impact of Globalisation on Women Workers in Textiles and Food Processing Industries in India". The study was presented in the Symposium on "Trade, Globalisation and Gender" organised jointly by United Nations Development Fund (UNIFEM) and United Nations Conference on Trade and Development (UNCTAD) on 3rd - 4th November 2003, Claridges Hotel, New Delhi. Representatives from all the South Asian countries (India, Pakistan, Sri Lanka, Nepal & Bangladesh) presented the country report in this symposium. CSR represented India in this event and presented the India Country Report

*The following are some important research studies conducted by CSR over the last decade:*

◆ **Gender Impact of WTO on Women's Livelihood in India: Women Workers in the Textiles and Food Processing Industries (2003)**

This was a short-term study, solely based on secondary data sources. It aimed at assessing



the impact of economic liberalisation on the textiles and food processing industries in India – how it has helped the growth of the industry and whether women workers have been able to reap the benefits. These two sectors were selected due to the large proportion of women employed in these industries and because both industries have experienced substantial export-led growth in the post-liberalization period.

The study found that although both the textiles and food processing industries have experienced substantial export and employment growth in the post-liberalization period, this does not necessarily mean that there has been an improvement in worker's wages or working conditions in these industries. It found that the increasing mechanisation of the textiles sector could pose a particular threat to women's jobs because women tend to be employed in greater numbers in the more labour-intensive processes.

The research indicated that many of the jobs created in the food processing sector were very casual in nature and that women workers are over-represented in part-time work and in the unorganised sector. The case study conducted on the marine processing industry illustrated

that in spite of many indicators of improvement in the employment situation in this industry, the conditions of workers are still very poor. Strict international hygiene standards may threaten the Indian marine export industry and consequently the employment in this sector

Study acknowledges that employment opportunities have increased in these sectors at the macro level, especially for women workers. Average wages have also improved. However, it is also found that women are represented in greater numbers in the unorganised sector and in part-time employment. Conditions of work in these sectors are still found very poor.

Study recommends that, since women are more likely to be displaced when production processes are mechanized, a special emphasis should be placed to retrain women workers by employers and the State. There should be provisions for skill upgradation for women to make them employable for better remunerative jobs / alternatives if displaced.

It was also found that although there had been various policies initiated by the government to promote exports, not many steps have been taken to ensure that workers in these sectors also reap the benefits of growth. It was



recommended that while formulating policies, the Government of India should give more attention to the welfare of workers – particularly women workers - in various industries. Impact of globalisation/ trade liberalisation on workers should be considered in any strategy to improve India's international competitiveness. It is also important to ensure inclusion of gender perspectives in trade agreements and macro-economic policies. Promotion of workers cooperatives would be effective in enabling direct linkages to export houses and hence avoid exploitation by contractors

The study was commissioned by the United Nations Conference on Trade and Development (UNCTAD) and the United Nations Development Fund for Women (UNIFEM).

### ◆ Domestic Violence: A Case Study of Selected Areas of the Indian Capital (2002)

The study sampled 120 women victims from six areas in Delhi – Yamuna Pushta, Chattarpur, Sangam Vihar, Trilokpuri, Palam

Gaon and Vasant Kunj.

The purpose of the study was to understand the extent and forms of domestic violence and to assess the efficacy of the existing support systems

available to the victims. The study also analyses the role of law enforcement agencies in protecting victims. The study was unique from the point of view that we also took into account the perpetrators along with the victims of marital violence.

The research highlighted the prevalence and seriousness of marital violence within the four walls of the home in Delhi. The study found that although the silence is now breaking and marital violence is no longer treated as a private family affair, there is still a lot of work to be done for the protection of victims-survivors and their children and for the elimination of violence within families.

The study maintains that it is the responsibility of the government, the community and civil society organizations to understand and address the nature and effects of marital violence and set up a programme of action for its elimination. The judicial system is also seen to have a major role to play. It is recommended that judges, magistrates, as well as those involved in decision making, need to be gender sensitised. United Nations (UN), World Health Organisation (WHO) and the United Nations Children's Fund (UNICEF) conventions, declarations and policy decisions about violence against women.

This study was supported by the Kitakyushu Forum of Asian Women.

### ◆ Gender and Local Governance: Its Implications on Development (2002)

The project was a comparative study jointly undertaken by CSR (New Delhi, India) and Centre for Women and Children Studies (CWCS) (Dhaka, Bangladesh). The project involved a sample study of two thousand elected representatives of Panchayats/ Union Parishads in India and Bangladesh.

Both institutions undertook joint research to investigate the implications of the landmark constitutional amendment acts in India and Bangladesh that have brought women and some other marginalized sections of society into the mainstream political arena. The studies investigated the implications of these amendments on the institution of local





governance, with a special focus on women's empowerment and their contribution to the process of development at a grass roots level. The study found that contrary to myths about the new role of women as elected representatives, women were not only very enthusiastic about their new roles, but are also performing. The study found that the social structures of patriarchy, rampant bias against the efficiency of women, bureaucratic apathy and the absence of fiscal federalism were common reasons for the slow progress of grassroots democracy in both of these countries. It was however Islamic fundamentalism, physical and covert aspects of violence against women in Bangladesh and caste structures in India that emerged as chief constraints of grass roots empowerment, of women in particular.

The study generated the following recommendations:

- ▲ Strong and concerted action must be taken by the civil society, elected representatives as well as various NGOs in order to initiate participatory democracy;
- ▲ It is important to go beyond the idea of 33 percent reservation if some real empowerment is to be witnessed for women; and
- ▲ Powers vested in the bureaucracy and at the centre and states must be immediately devolved and fiscal federalism must be made functional.

The report was a culmination of a one-year project supported by the Indian Council for Research on International Economic Relations (ICRIER).

◆ **Women's Struggle Towards Equality: A Report on Women Contestants for 12<sup>th</sup> Lok Sabha Election in Delhi State (1998)**

The study did a sample survey of 10 women candidates and nine male candidates contesting for constituencies in the 1998 Delhi State elections. 959 voters and 286 party workers were also interviewed. The purpose of this study was to analyse the socio-economic background of women candidates, constraints and impediments faced by women in mainstream electoral process and the role of family, women's groups and political parties in supporting women's entry into politics. An effort was also made to study the reaction of voters towards women's participation.

The study drew the following conclusions:

- ▲ Only three out of the ten female candidates were from major national political parties. These women were more educated and professional than independent candidates. They had a long period of affiliation with their respective parties (20-30 years) and strong economic resources and political connections;
- ▲ Women candidates said that financial and organisational support is critical for contesting and winning an election;
- ▲ Opinions of women candidates, voters and party workers show that women and society at large are ready for women's larger participation in decision-making;
- ▲ What is holding women back are the older generation's patriarchal views that dominate party politics, and the political heavyweights whose existence is threatened by women's empowerment.

## *Distribution of Total Candidates by Political Party*

Political Party	Male	Female	Total
BJP	6	1	7
Congress	5	2	7
Janta Dal	5	-	5
Bahujan Samaj Party	5	1	6
Samajwadi Party	5	-	5
Rashtriya Janta Dal	-	1	1
Independent	96	5	101
<b>Total</b>	<b>122</b>	<b>10</b>	<b>132</b>

## *Voter's Attitude Towards Women's Participation in Electoral Politics*

	Male	Female
Positive	87%	95%
Negative	13%	5%

Therefore they oppose the women's reservation bill.

The study recommended that to facilitate women's entry into politics, there is need for fundamental reforms in the current system of functioning of the political parties. A final push for women is also needed through the passage of the women's reservation bill.

This study was sponsored by the Royal Netherlands Embassy, India.

### ◆ **Women in Urban Local Bodies: A Case Study of the Municipal Corporation of Delhi (MCD) Elections (1997)**

Elections to the Municipal Corporation of Delhi (MCD) under the 74<sup>th</sup> Constitutional Amendment Act were held on 23 February 1997. The study covered 46 reserved wards for women and its objective was to understand the dynamics of women's entry into politics and the role of women in urban local bodies.

The study concluded that most political parties have not included Scheduled Caste (SC) women in their party structures in sufficient numbers.



The majority of candidates were from middle and upper class families. Most candidates' provided/mobilized personal resources for funding their campaigns. Low family income is therefore a major deterrent to participating in politics. A substantial proportion of candidates had primary to high school education (44 percent) and 29 percent had a college level or professional qualification.

The study recommended that in order to improve the standard of women candidates

*Educational Status of Women Candidates*

Illiterate	Literate	Primary	5th-15th	College/BA	Professionals	Total
4.3%	4.3%	18.3%	44.3%	14.8%	14.0%	100%

*Scheduled Caste Women Candidates*

General Female	SC Female	Total Female
86.3%	13.7%	100%

*Economic Status of Women Candidates*

Lower Middle Class	Middle Class	Upper Middle Class	Total
14.0%	70.2%	15.7%	100%

and utilize the government's affirmative action to their advantage, it is essential that women's representation in the party structures is strengthened, that they get trained as leaders and in organising election campaigning. Further more, to achieve equality, half of the seats in all politically elected bodies and in political party structures should be reserved for women.

This research was supported by the United National Development Fund for Women (UNIFEM).

◆ **Impediments Faced by Women Candidates in 1996 Lok Sabha Elections (1996)**

An intensive study was conducted on the 1996 Lok Sabha Elections in six states – Bihar, Delhi, Punjab, Tamil Nadu, West Bengal and Uttar Pradesh, to investigate the impediments that women candidates encounter in the general run-up to the election. As part of this study CSR conducted a detailed case study on a woman candidate, Ms. Sushma Swaraj of the South Delhi constituency, belonging to the Bhartiya Janata Party (BJP).

The study concluded that while women's participation as political actors has improved, their grip over formal structures, at least the party level, has not been impressive. It is not easy for the majority of women to enter the political process. Few have strong support

networks and/ or have the capacity to build a strong position within political parties. A large majority of women candidates stand as independents and therefore find it difficult to muster voter's support.

The study maintains that there is a need for electoral reforms and the creation of a resource base for supporting women candidates. In order to achieve gender equality in the immediate future, reservation of seats for women, which will ensure the equal representation of women in all elected bodies, is essential.

The National Commission for Women commissioned this study.

◆ **Breaking the Barriers: Mobilisation of Rural Women in Uttar Pradesh (1994)**

The objective of this study was to provide an analytical narration of the unique women's movement in Uttar Pradesh since the mid-1980s, initiated through a combination of sociological research and collective action. It analyses the breaking of various barriers pertaining to age, caste, class, status and knowledge, through coming together of rural women for a multi-dimensional movement against their powerlessness in rural India.

This movement was initiated by CSR and their action wing Parivartan, in their quest for social





change for the overall betterment of life situations of rural communities. CSR's approach was based on the recognition that rural women's life setting is informed and enveloped by the community ethos, therefore any mobilization will have to be with reference to the community in context.

The story of mobilization of rural women on the basis of sisterhood and a communitarian approach in two underdeveloped districts in Uttar Pradesh – Jaunpur and Etawah – has many significant aspects and a number of useful inferences. The report recommends the idea of developing leadership among women for community advancement. It highlighted the importance of women in leadership positions being concerned not only with the advancement of women, but the whole community. Endeavours for women's empowerment must recognise the role of networking and resource



sharing. The study recommends that there should be proportional emphasis upon income-generating activities, drudgery-reducing technologies, health awareness, conscientisation and mobilisation in women's movements.

This report was sponsored by the National Commission for Women, India.

### ◆ Credit Facilities for Women: Availability, Accessibility and Utilisation in Rajasthan (1993)

Three districts in the Rajasthan State of India – Jaipur, Udaipur and Alwar - were chosen for the purpose of the study.

The assessment of women's credit needs, their accessibility to formal credit institutions and the role played by the informal credit systems to meet the urgent credit requirements of women, small entrepreneurs and home-based producers, were some of the immediate concerns which led to the formulation of this project.

The project was undertaken to analyse the progress of development schemes like IRDP, DWCRA, TRYSEM and DIC in providing credit to the beneficiaries, particularly women. The study highlighted several problems with these programmes:

The exercise of activity selection was undertaken without consideration of the abilities of the beneficiaries and the identification of beneficiaries itself was incorrect.



*The study generated the following recommendations:*

- ▲ The adoption of simplified lending procedures;
- ▲ Ensuring proper distribution of loans to the needy and deserving;
- ▲ Advancing loans in cash and kind for the purchase of agricultural tools, fertilizers and seeds;
- ▲ Extension of credit operations to more interior areas;
- ▲ Raising the number of installments for loan repayment in the case of unforeseen contingencies;
- ▲ Curbing activities of vested interests and doing away with political interference; and
- ▲ Encouraging people's participation in goods production from locally available raw materials.

This project was funded by the Ministry of Human Resource Development, Government of India.

## Symposium on Trade, Globalisation and Gender

*New Delhi: 3rd and 4th November 2003*

United Nations Development Fund (UNIFEM) and United Nations Conference on Trade and Development (UNCTAD) organised a Symposium on "Trade, Globalisation and Gender" on 3rd – 4th November 2003, Claridges Hotel, New Delhi. On 3rd November the Hon'ble Minister of State for Commerce, Shri. S.B. Mookherjee inaugurated the symposium. The Hon'ble Minister also released the UNCTAD-UNIFEM publication, which comprises all the country reports. CSR contributed the India Country Report in this publication. This was followed by a press conference in which representatives from Ministry of Commerce, UNIFEM, UNCTAD and all the country representatives took part. Dr. Ranjana Kumari, Director, CSR shared the study outcomes and



recommendations with the media..

On 4th November Dr. Ranjana Kumari presented the India Country Report "Gender and Trade: Impact of Globalisation on Women Workers in Textiles and Food Processing Industries in India", prepared by CSR and the CSR research team participated in the question answer session.

The symposium tried to assess the latest trends, opportunities and effects of trade liberalisation and globalisation on South Asian Women. The studies from different South Asian countries revealed that growth in exports have generated increase in employment but the increase in wages or improvement in living conditions are not commensurate with increased exports.

On the basis of different country experiences and the discussions at the symposium, the symposium came up with a set of 'Conclusions and Recommendations' for future action.

## Conclusion and Recommendations

1. This is the first time that a technical organization like UNCTAD that specializes in trade and UNIFEM whose core mandate and expertise lies in gender issues have

joined hands for this Symposium. This Symposium tried to assess the latest trends, opportunities and effects of trade liberalisation and globalisation on South Asian women. The studies from South Asia reveal that growth in exports have generated increase in employment but the increase in wages or improvement in living conditions are not commensurate with increased exports.

2. Competitiveness in global markets should not come at the cost of poor living conditions, poor health and malnutrition for women. Women are recognized as being more productive than men with higher concentration spans and should be duly rewarded. Measures to enhance subcontracting by large firms towards women employed firms should be given priority.
3. There are several export sectors in the region like textiles, garments, agri-products, handloom, dairy, crafts etc. that provide livelihood opportunities to a large number of women. All such products could be classified as Gender Sensitive Products (GSPs) that are women friendly and be put on faster track for liberalisation. The same concept could possibly be applied in services like health care, tourism, hospitality and education, where person embodied services have a high global demand and for which women in South Asia are trained and skilled. Each country could notify to the WTO an illustrative list of products, which it considers as GSPs as done in the case of Environmental Goods and Services (EGS). A task force can be set up at the national level to identify these products and this task force should include gender experts.
4. The G 20 should include gender interests in its negotiating strategies and proposals. For this purpose there is a need to carry out systematic gender analysis of trade policies and trade agreements including engendering trade statistics. In this process, gender experts should be involved.
5. More studies on these issues should be carried out and a regional task force set up with the objective of providing inputs into WTO negotiations. Regional networks of producers, entrepreneurs, home based workers as well as regional markets should be promoted. The impact of trade defence measures such as anti-dumping, subsidies and countervailing measures on women's livelihood should be examined.
6. Trade liberalisation by itself will not generate better living conditions and higher wages for women. Enabling policies at the national level such as skill development, promotion of social safety nets, better enforcement of legislation for wages and affirmative action for promoting equal opportunities for women and men should be encouraged. While nurturing entrepreneurial skills in women, market linkages for women should be promoted through the provision of market information, trade fairs etc. A quantum jump in the level of professionalism, organization of women workers and entrepreneurs along with a shift to bigger size targeted programmes are needed. A 1 % cess on export earnings could be used for this purpose.
7. There is a greater need to emphasise employment security instead of job security. Flexible labour markets are an intrinsic feature of globalisation and therefore needs new approaches to address it. Social security schemes oriented towards better labour market information, redeployment, multi-skilling in traditional as well as non-traditional sectors and employment generation should be given priority. Collective organisation measures like co-operative credit and marketing societies and micro-credit schemes show promise of self-empowering mechanisms for women and these require concrete support from both



state and civil society actors.

8. Physical and social infrastructure need to be created to enable women to improve their productivity. Market development for GSPs would be very important in generating greater benefits for them. Generating female employment and better incomes should also be seen as a global

public good. It is also one of the main development pillars of any society and is an important Millennium Development Goal of the United Nations.

*UNIFEM: United Nations Development Fund for Women*

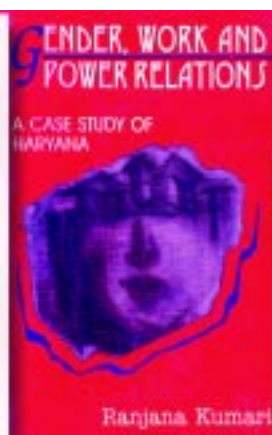
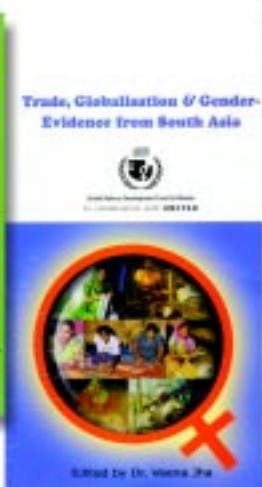
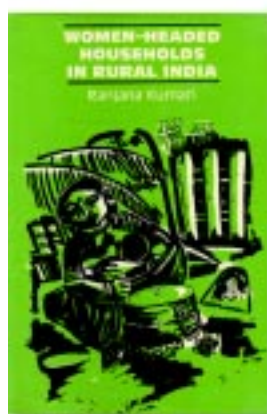
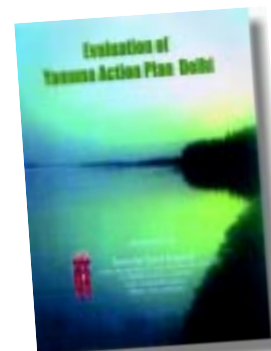
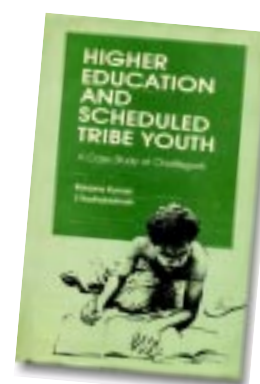
*UNCTAD: United Nations Conference on Trade Development, Regional Representatives*

### Major Research Studies done by CSR

1. Gender and Trade: Impact of Globalisation on Women Workers in Textiles and Food Processing Industries in India.(2003)
2. Domestic Violence: A Case Study of Selected Areas of the Indian Capital (2002)
3. Gender and Adjustment Policies: Impact of SAP on Women's Coir Industry in Kerala (2002)
4. Gender and Local Governance: It's Implications on Development (2002)
5. Strengthening Government Citizen Connection for Effective Governance of Urban Local Bodies: A Study of Jaipur and Jodhpur Municipal Corporations of Rajasthan (2001)
6. Women in Decision Making at Grassroots: A Study of the Social and Economic Background of Women Representatives in the Panchayats of Kerala (2001)
7. Women in Urban Local Bodies: A Case Study of the Delhi Municipal Corporation Elections (1997)
8. Impediment Faced by Women Candidates in 1996 Lok Sabha Elections (1996)
9. Women in Glass Industry at Firozabad (June 1995)
10. Credit Facilities for Women: Availability and Utilisation in Rajasthan (1993)

### Major Evaluation Studies done by CSR

1. Oral Re-hydration Therapy Scheme: An Evaluation of the Scheme in Khurai Block of Sagar District, Madhya Pradesh
2. A Quick Appraisal of Institutes/Centres of Training and Rehabilitation of Women In Distress
3. An Evaluation Study of an NGO in Bihar
4. Impact Assessment Survey in Respect of Usage of Cluster of Toilet Complexes Constructed by Municipal Corporation of Delhi (MCD) under Yamuna Action Plan (2003)
5. Third Party Evaluation on Usage of LCS & Crematoria Constructed under Yamuna Action Plan by Public Health Engineering Department (PHED), Government of Haryana (2003)
6. Evaluation of IEC Campaign in Moradabad and Rampur Districts of U.P under the National Polio Surveillance Programme, for WHO (2002)



# DEVELOPMENT *and* CAPACITY BUILDING

*“Towards...Humane Development*

*We value life with dignity and justice within the family, community and in the society.*

Development is a process of equitable growth in society. Social inequality creates a situation in which the fruits of development go mainly in the hands of some sections of society, widening the gap of social inequality. Centre for Social Research (CSR) works with the poor and marginalized sections of society with an aim to create an equitable society so that the fruits of development are shared with all sections, irrespective of caste, colour, religion, region and gender.

CSR as an organization started the task of bridging the gap of gender based social inequality so that both men and women could equally participate in the development activities and could have access and control over resources. In 1980s CSR conducted a study on Rural Female Headed Households in Jaunpur district of Uttar Pradesh (U.P). The findings of this study motivated us to work with those people to help them bring about productive transformation in their lives.

Development projects were initiated in 1982 in four villages of Uttar Pradesh - Gahani, Madhaipur, Seura and Malsil - with an aim to break the vicious circle of underdevelopment and poverty through community building, income generating activities and improving the status of women. The success of the project resulted in the replication of our

implementation strategy and extension of our women's empowerment project to another fifteen villages.

The experience of implementing these development projects helped CSR to come up with our own development model that is based on the active participation of women in the development projects through the formation of women's collectives known as Parivartan Mahila Swavalamban Samiti (PMSS). Under this model the activities of the project are implemented in close association with the grassroots workers and other partners. PMSS members conduct regular meetings in the area and discuss matters related to the implementation of the project. The participants in different project activities are selected during those meetings with the approval of the majority.

CSR has a three-tiered structure for monitoring and evaluation of the projects. In the project villages we have selected Community Level Workers (CLWs) who assist the PMSS members and also work as a link between the community and district level offices. At the district level there are Social Organizers (SOs) who are in charge of the various activities of the project in the district. These SOs act as facilitators in their respective area of activity and conduct regular meetings

with the CLWs and PMSS members. The District Coordinator (DC) works as an intermediary between the CSR head office in Delhi and the Project office in the district and coordinates all of the activities at the district level.

The political, social, economic and cultural programmes initiated under the Parivartan model for the empowerment of women function on the basis of the following objectives:

- ▲ Organizing the unorganized women
- ▲ Conscientising the organized women
- ▲ Empowering the conscientised women
- ▲ Reordering the environment for change and empowerment

## Development Project Areas

### VARANASI

We had established a Parivartan unit in Varanasi in 1982. With support from OXFAM-India, Parivartan volunteers formed collectives of rickshaw pullers and women bidi-makers to improve their working conditions. We began by starting Parivartan Swasthya Kendra (health centre) for families of rickshaw pullers and other sections of urban poor. Health camps were organized and free health checkups and

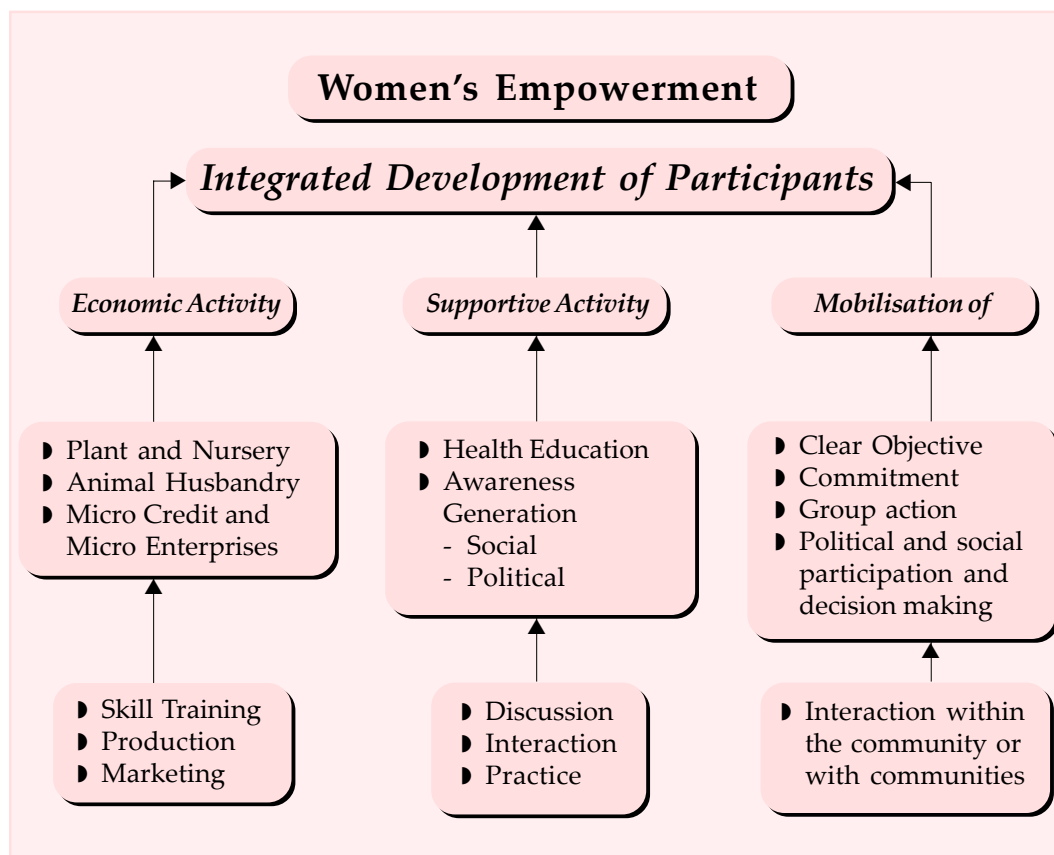


- ▲ *A life of dignity and justice within the family, community and in the larger society;*
- ▲ *Awareness of social, political and economic rights of women along with health and medical awareness;*
- ▲ *Optimisation of women's access to various economic, social, legal and political resources and institutions; and*
- ▲ *Acceleration of women's collective action through training and other human resource development activities.*





### CSR Development Model



medicine were arranged for the participants. Under this programme nearly 12000 rickshaw pullers and other menial wage labourers were provided treatment.

In 1983, Parivartan established a Centre called Parivartan Shilpa Kendra, located in Madhavpur-Sagra village to train unemployed and unskilled women for income generating activities like tailoring, handicrafts, wall-hangings and toys making. In Varanasi, volunteers also undertook an active citizen's campaign to protect the Ganga River from pollution.

### DELHI

In 1986, CSR undertook an initiative of organizing and capacity building with the women in Mehrauli and Kishangarh areas on the outskirts of urban Delhi. It had multidimensional activities of awareness campaigns for health care, family planning and violence, backed up by income-generating programmes. The result of such steps was the formation of Kishangarh Mahila Sabha and fifteen Parivartan Shiksha Kendras to provide adult literacy and non-formal education. While working with these women we began to understand the work pressure on them and realized how important it was to alleviate this workload by introducing some drudgery reducing equipment. Our project on smokeless





chullhas trained 100 women of the surrounding villages of Delhi. We also imparted skill trainings to the participants for their economic upliftment. Units for stitching, typing, handbag production and soap making were opened on the demand of local women. Our development initiatives in Jaunpur and Delhi gave us the experience as well as the reputation in implementation of the women's empowerment development projects. We replicated these initiatives, with some area and issue specific modification in Etawah, Kanpur, Mirzapur and Varanasi districts of U.P that are considered economically and socially backward.

### ETAWAH

In 1987, we started our development project in Etawah district, which is located in the central region of U.P. Three blocks covering twenty-four villages were under the coverage of this program. The project – “A Step towards Self-Reliance: Etawah” - was designed to integrate women in the development initiatives through conscientisation and mobilization. It paid attention to improvement of women's health, education, childcare, and employment to capacitate them to emerge as active



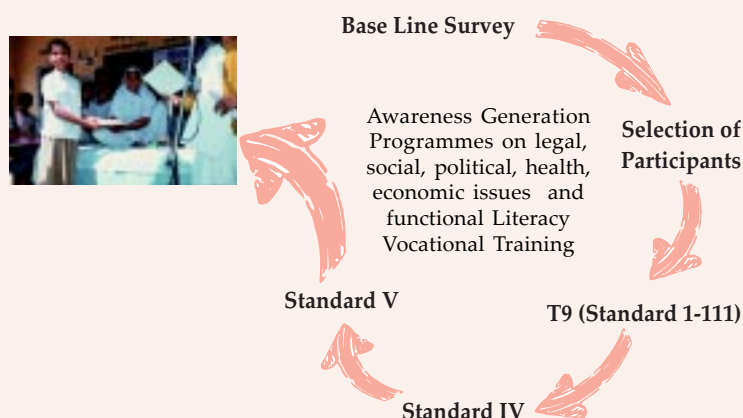
participants in the community. It recognized the triple roles of production, reproduction and community work played by women with equal sensitivity. The project was supported by Inter-Church Cooperation Organization (ICCO).



### OBJECTIVE OF NON-FORMAL EDUCATION CENTRES

- ▲ To provide comprehensive learning opportunities to adolscent girls (8-20years) through NonFormal Education Centres
- ▲ To generate awariness about health issues along with the provision of health services.
  - ▶ To import skill training in the areas identified by them.
  - ▶ Awareness among adolescent girls on Adolescent reproductive health
  - ▶ To enhance functional literary level of the participants.
  - ▶ Counselling of adolscent girls and their families to encourage them to send their girls in formal schools after the completion of their primary education through the non-formal centres.

### CSR's Non Formal Education Model: Process of non formal to formal education



### JAUNPUR

In 1993 CSR initiated an integrated women's empowerment project – "A Step Towards Self Reliance: Jaunpur" – with support from Dutch Development Corporation. It was a four-year project and included components of



employment generation and supportive activities like healthcare, childcare, crèches, saving and credit facilities, counseling and education to adolescent girls. While working

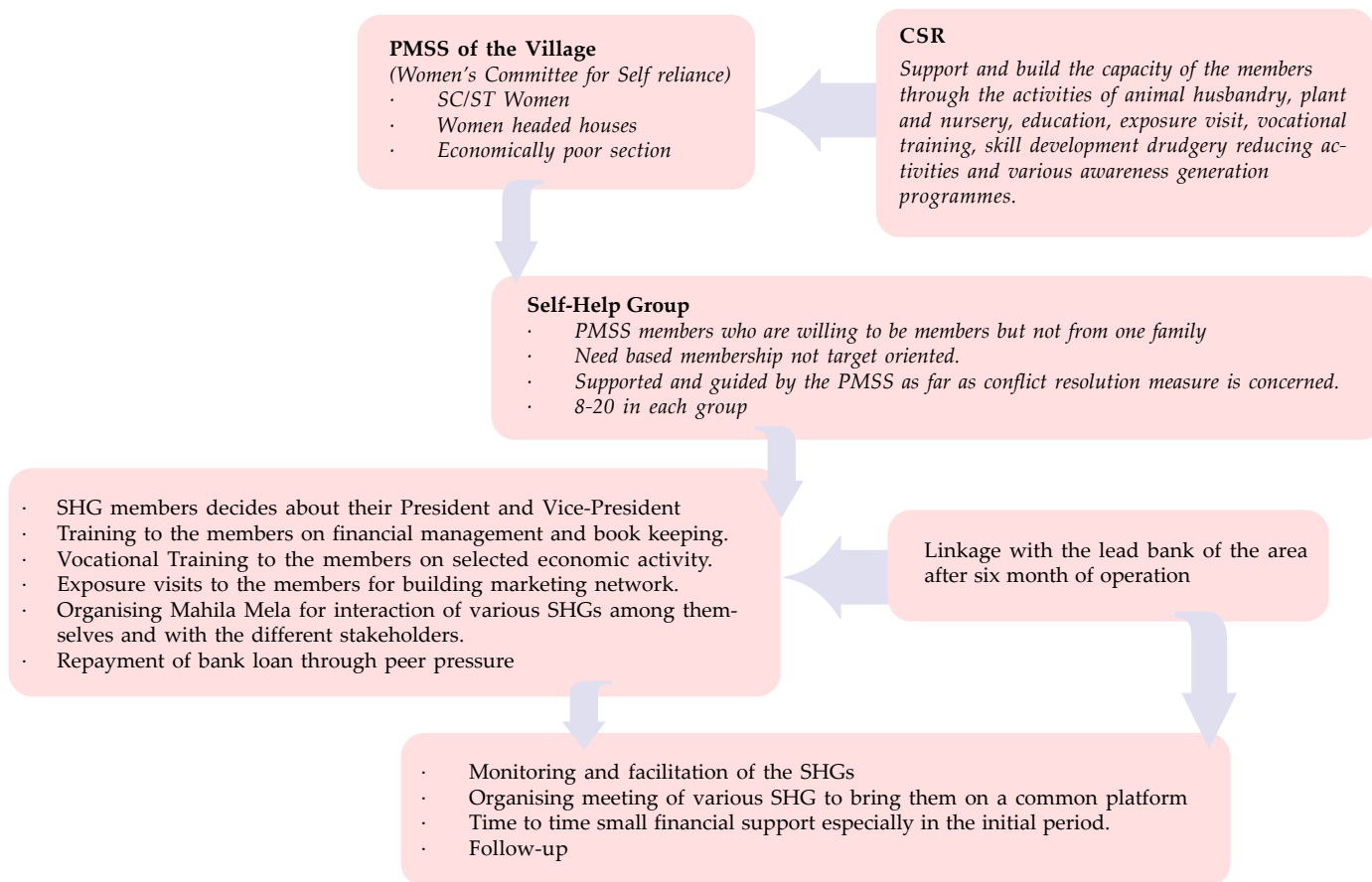
in this area we realised how important education was for the upliftment of women and saw the need for furthering the facilities for adolescent girls education in the area. CSR's work started in four villages of a block and then expanded to another block, covering forty-five villages. Thirty villages had the non-formal primary education centres for education and skill development of rural girls, in the name of Parivartan Kishori Vikas Pariyojana, established.

### KANPUR AND MIRZAPUR

To promote self-dependency through economic empowerment the "Women and Work"



### MODEL OF CSR FOR THE PROMOTION OF SHG





project began in February 1993 as a four-year development program consisting of income generating and other associated activities for women in the districts of Kanpur and Mirzapur. The outcome of the project was formation of very active and vocal collectives of women in the project area.

### VARANASI – NEW PHASE

With the objective to empower women of 12 selected villages of Chiriagoan block,



Varanasi, CSR started a project – “A Step Towards Self-Reliance: Varanasi” - supported by ICCO in October 1995. In 2000 the project got extended until 2005 after a positive impact assessment of the project by the support agency. At that time the project was extended to cover an additional 12 villages. Currently

we are implementing this project – “Initiative Towards Women’s Empowerment” - in these villages of Chiriagaon block of Varanasi.

### KANPUR DEHAT

Our expertise in the gender integration in the development project has resulted into grant of a project – Poorest Area Civil Society (PACS) by DFID. This project is being implemented in Kanpur Dehat, which is one of the poorest districts identified by Government of India among the hundred districts through out the country. Kanpur Dehat is going to be a model district, which would prove the positive impacts of gender integration in the development projects. The learning of the Kanpur Dehat would be replicated in six states through gender training, where around 400 organisations are working for implementation of the development projects

### BALIAPUR -JHARKHAND

Government of Jharkhand has decided to establish five Rural Technology Parks in different location of state with the motive to impart technological inputs in day-to-day life of the rural people. The task of establishing one of such RTPs has been given to CSR, in Baliapur Block of Jharia District. Through technological intervention and skill enhancement of the people of the block our task is to improve the agricultural productivity of different villages of the block.



### The Parivartan Mahila Swavalamban Samiti(PMSS)

*Samiti or group can be formed of people of same caste, creed or socio- economic status only when they realise that they all have same needs to be satisfied and they can be accomplished in a better way if they all work together towards it rather than putting their individual efforts in isolation. These needs can vary from the basic need for food and shelter to psychological need of being recognised as a member of some group to realisation of their self- worth and esteem. And these needs we tried to satisfy are those of women by bringing them together as groups. Having empowerment as the thrust CSR recognizes and emphasizes the triple roles – reproductive, productive and community management played by women and believe that woman's subordination and subjugation can be removed only through organised efforts of strengthening women's organisations at the grassroots levels. An important strategy followed in this regard was the formation of women's collectives known as the "Parivartan Mahila Swalamban Samitis" for gender solidarity, empowerment and community participation.*

*Today we have womens collectiove in Jaunpur, Etawa, Mirzapur, Delhi, Kanpur and Varanasi.*

## In Their Own Words

### WOMEN'S EMPOWERMENT

"I am Murti. I belong to Rustampur Village. My husband consumes alcohol. Whenever he used to consume alcohol, he would beat me mercilessly. One day when he was beating me, I decided that enough is enough and went to seek help from my neighbor who was a PMSS member. Immediately she along with other members came to meet my husband. He was stunned to see such a huge gathering of women. In their presence he assured that in future he would not beat me. Since then he has never lifted his hand on me. I am really thankful to PMSS members who helped me. Today I am also a member of PMSS and help other women who are the victims of violence and subjugation. This journey from silence to assertiveness is really very self-fulfilling."

### ECONOMIC EMPOWERMENT

"In my Village Ledhupur, I have opened a shop. Once I became a member of PMSS, I started taking interest in the activities of the project. The increased awareness led me to transform my life. Earlier I was completely dependent on my family. Today because of my strong economic condition, I support my family and participate in decision-making. I have also returned the loan taken from the Self-Help Group (SHG). Now my children go to school and I have become a literate person. PMSS is a blessing for me."

### ADOLESCENT GIRLS EDUCATION

"I am Sundari, a sixteen-year-old girl from Sonatalab Village of Charaigaon Block of Varanasi District. I belong to a poor family Awhere it is even difficult to have two square meals a day. Such living conditions propelled me to work in order to share the economic burden of the family. In the process, I lost out on my childhood. I made garlands instead of going to school. Adolescence brought many more restrictions. I was not allowed to frequently move out of the house. CSR's initiative to spread literacy among adolescents of our area gave a new lease of life. I joined the Education Centre and am today studying in Standard Four. Now I dare to dream and I dream of becoming a teacher so that through my services I can bring a similar change in the lives of others."

# VIOLENCE Against WOMEN Programme

We uphold the institution of family and promote dignity of all human beings irrespective of caste, creed, religion, gender and age through peaceful endeavour

Centre for Social Research (CSR) has been working in the area of violence against women since 1986. This activity was formalised through setting up a separate department under the name of Counselling Centres for Women in Distress in April 1994 with the support of Inter Church Organisation for Development Cooperation (ICCO).

Since then, CSR has been extensively working in the slums and urban villages of Delhi and runs six counselling centres for women in distress towards its goal of eliminating violence against women. These centres are located in Vasant Kunj, Chattarpur, Palam Gaon, Sangam Vihar, Yamuna Pushta and Trilokpuri.

CSR's Counselling Centres for women in distress provide direct services to women in distress and victims of violence. The counsellors in the centres are trained to handle various situations and provide necessary help to the victims. They facilitate the process in the following way:

- ▲ Identify maladjustment within the family;
- ▲ Develop alternatives for adjustment;
- ▲ Provide moral and legal support to the victims of violence;
- ▲ Registration of cases; and
- ▲ Exert pressure for speedy justice.

Our experience with the victims of violence reflects that, those who suffer violence often

accept it as a way of life. In majority of the cases women are beaten and harassed by their husbands and relatives but they are reluctant to take action against them, fearing social and economic deprivation.

Since their inception, these centres have developed as a place where women from the surrounding areas approach to find solutions to their problems. These centres also provide a platform for women to share their views and concerns. They have become successful in developing the confidence of women and emerged out as collectives to put forward the women's voice.



Our focus is on equality and indiscrimination to create a safe and secure society for women and children

## OUR CORE ACTIVITIES

### Case Handling

Case handling is the core activity of our Counselling Centres. Counsellors make efforts to sort out problems reported by the complainant in Counselling Centres. We have clear understanding that every problem is different, so each problem is handled according

to the need of the situation. Many cases are solved in Counselling Centres by our effort, but in some cases we accompany the women to police and courts to help them in seeking justice.

### Legal Awareness Programme

Through our experience in this field we became aware that the lack of awareness about the legal rights of women is one of the root causes of their sufferings. We therefore organize legal awareness programmes and camps by legal practitioner in communities on a regular basis. The purpose is to disseminate information at their doorsteps and to generate awareness about legal provisions available.

### Family Counselling

Family counselling is provided to the women in distress and her family members. The basic idea behind such an activity is to discover the nuances of disagreements and discord between husband and wife or any other relationships within the family that lead to discontentment and hindrances in the smooth functioning of the family.

### PMSS Meeting

CSR functions through formation of women's collectives - Parivartan Mahila Swavlamban Samiti (PMSS) - in the areas of its intervention.

These collectives are formed to give a platform to women in that locality where they can come and discuss various issues and/ problems that are important to them. They also sometimes discuss specific cases that they feel need the attention and opinion of the community. These meetings are generally held every

fortnight. Our experience suggests that these not only build a sense of confidence but also an unwritten bond between the members who can help the woman in distress immediately.

## AWARENESS ACTIVITIES

### Film Show

Through our experience we have found that using visual aids is an effective way of imparting information to the community. We therefore arrange for film shows on different



themes, for example legal literacy, education, political empowerment at the grassroots level and successful stories of development initiatives. This has been a very popular medium with the women and they often request repeated shows on these themes. These films help them not only to learn and receive information on different subjects but also give them information on how to seek redressal in times of distress.

### Health Programme

Early marriage, frequent child bearing and low contraception rates along with the low priority given to accessing professional health care for women themselves often leads to deterioration of





women's health. Women often resort to remedies of their own. In addition, poor sanitation, unhygienic conditions and lack of safe drinking water make women more susceptible to certain ailments. More over, it has now been widely acknowledged that violence also adversely affects women's physical as well as mental health. Taking these factors into account, we have been conducting regular programmes on Reproductive and Child Health (RCH) along with programmes on HIV/AIDS and other seasonal diseases in all our Counselling Centres.

### **Alcohol and Drug De-Addiction Programme**

Our experience with cases of domestic violence reported in our Counselling Centres reflects that in many of the cases alcohol is a major cause of violence. We found that consumption of alcohol often acts as a catalyst for men to inflict violence not only on their wives but also children and other members of the family. Women often complain of their husbands coming home drunk and physically assaulting them. We felt that programmes like alcohol and drug de-addiction would make difference in their lives. Through our Counselling Centres we provide information on where to go to access these services and if necessary, facilitate this process.

### **Survey and Pamphlet Distribution**

Conducting surveys in the project area gives us some indication of the problems faced by women in that locality. This helps our counsellors to decide on the core activities to be undertaken and issues to be addressed through the awareness programmes.

## **OUR ACHIEVEMENTS**

In CSR's journey towards the goal of empowering women, our Counselling Centres have played a central role. Our Counselling Centres give us an avenue for directly



intervening in the lives of victims of violence. CSR's objective of empowering women is very much reflected in the programmes and functioning of these centres.

Since their foundation our Counseling Centres have directly intervened in lives of victims of violence and people living on the margins of society. Today domestic violence is no more a private matter bounded to any particular class, caste or country, it is occurring across the globe.

Our belief in collective action for women's empowerment led us to launch the National Network on Violence against Women to collectively combat all forms of atrocities against women. The network consists of women's organisations, human rights organisations and women activists across the country.

The following table reflects the nature and



Cases Handled by CSR's Counselling Centres April 1994 – April 2003			
Nature of Case	Registered	Settled	In Progress
Wife Battering	1495	742	753
Dowry Torture	592	281	311
Dowry Death	50	15	35
Maintenance for Livelihood	226	83	143
Harassment Due to Alcoholism	842	394	448
Rape	33	19	14
Attempted Rape	12	11	1
Child Abuse/ Molestation	14	10	4
Bigamy (Illicit Relationship)	259	107	152
Desertion	110	41	69
Divorce	10	2	8
Kidnapping	5	4	1
Rescue from Prostitution	3	3	-
Prevention of Child Marriage	16	8	8
Help for Getting Pension to Old Age Women	140	41	99
Counselling to Dropout Girl	295	121	174
Marriage Counseling	14	11	3
Suspicion of Wife's Character	21	18	3
Others	668	458	210
<b>Total</b>	<b>4805</b>	<b>2369</b>	<b>2436</b>

## CASES

### Dowry Harassment

Anjum, a resident of an urban village in a southern district of Delhi, was married to Saleem, a resident of village Gunawat near Gurgaon, Haryana at the age of 19 years. Her father was a labourer. Although there were no dowry negotiations before marriage, immediately after the wedding, a demand was raised for a motorbike by Saleem's family. Anjum's family was not in a position to fulfill their demand. Therefore her in-law's family including her husband subjected her to cruel treatment.

When her parents came to know of their daughter's plight they traveled, along with Panchayat members, to their daughter's house in Gunawat. In the presence of Panchayat members, her in-laws apologized and rectified their behaviour, however this was short-lived. After a few days, a new demand for Rs 50000 was raised and her husband threatened to kill her if this demand was not met. After hearing of this, her parents, along with our counselor, Rekha Dubey, immediately intervened. The local police were also informed and two constables went with them to the in-law's house. They found Anjum locked in a room, and the police forcefully entered. On seeing her parents,

she broke down and told them about her husband's violent threats. She also informed them that they had not been giving her sufficient food. She pleaded that she should be able to return to her parental home.

Since the majority of the village members were from the same caste, they reacted strongly against this outside intervention. They turned violent and started throwing stones at the police and the counsellor. Extra police personnel were called to protect Anjum, her family members and the counsellor from the mob. Anjum and her two children returned to her parental home, where she remains, having secured a job and economic independence. Although Anjum's in laws approached her, as they feared legal action, she out rightly rejected their plea.

### **Marital Violence**

Sarita is a resident of Dera village, New Delhi. Her parents died when she was six years old and her paternal uncle raised her. At the age of 18, she married Naresh of Sonapat district of Haryana State. It was an arranged marriage and as per customs some gifts were given according to the family's capacity.

Naresh was an alcoholic and a vagabond. On the day after the wedding, Naresh took Sarita to a brothel with the intention of selling her. When Sarita was waiting outside for her husband's return she was approached by a police constable on duty. She informed the constable that she was waiting for her husband who had gone inside the house to meet someone. The constable told her husband had in fact entered a brothel. When her husband came out, the constable beat him. As she felt she could not return to her Uncle's house, she decided to remain with her husband. On reaching their home her husband took revenge for the insult inflicted on him by the police. After this, violence became a regular feature of Sarita's life. The matter became worse when her husband demanded Rs 50000 in cash from her. He threatened to sell her off if his demand was not met.

When Naresh arranged to sell her for Rs12000, Sarita ran away from her matrimonial home to hide in a neighbour's house. The neighbour then informed Sarita's uncle about her condition and he immediately came and took Sarita back with him. She came to our Counselling Centre in Chattarpur to seek help. She expressed that she was not willing to return to her husband and wanted her streedhan (gifts given to her during marriage) returned. The Counsellor registered her case with the Crime against Women's Cell (CAW) in Amar Colony.

After several days, her husband and ten other people from his village came to her Uncle's house to forcibly take back Sarita. Her relatives called the Counsellor, who informed the police and villagers about this. Naresh could not compel Sarita to go with him. As per the request made by both parties our Counsellor arranged for this issue to be discussed at a Panchayat meeting. On 5 September 2002, the Panchayat listened to both the parties and requested our counsellor to decide what further action should be taken. The Counsellor decided that Naresh should give a fixed amount of Rs 90000 towards the maintenance of Sarita. Naresh's father agreed to pay Sarita this amount in cash in the presence of the Counsellor, Panchayat members and our Field Coordinator. The amount has been kept in a fixed deposit in her name. Sarita and Naresh have been declared mutually separated and Sarita has now remarried.

### **Harassment due to Alcoholism**

Anita Devi, a resident of Dakshin Puri, New Delhi got married at the age of 18 to Munna Lal of Tigri area in South Delhi. A rag seller by profession, he was an alcoholic and a drug addict. When Anita would ask for household expenses he would beat her severely and this became a routine. Munna Lal's paternal aunt who stayed with them, used to encourage these beatings. Initially Anita's parents supported her financially. However, sensing

no change in her husband's habits, Anita started working as domestic help to earn her livelihood. Munna Lal stopped going to work and demanded money for alcohol. On refusal he battered and verbally abused her. During this time Anita also gave birth to two sons and two daughters.

Through one of CSR's regular surveys, our Counsellor from Sangam Vihar Counselling Centre came to know about her situation. Her neighbours told our Counsellor that Anita was very hard working. Some of her employers were paying the school fees for her two children. Our Counsellor advised Anita that the next time her husband beat her up; she

should immediately approach our counselling centre. When she approached the centre, the Counsellor took Anita to Sangam Vihar Police station and registered a complaint. Knowing this, Munna Lal ran away from home and threatened Anita. At this, the Counsellor escorted Anita to CAW of Delhi police. Munna Lal was summoned by the CAW several times. After several counselling sessions, he started going to work and giving money to Anita for household expenses. Our Counsellor in several follow-up visits found that normalcy in relationship has been established. Today Anita knows her rights and helps to protect other women from violence.





# GENDER TRAINING INSTITUTE

*“Restructuring Relationships”*

*To facilitate and initiate the process of mainstreaming of gender at National, Regional and global level endeavors to reach the unreached*

Centre for Social Research (CSR) facilitates meaningful interventions for socio-economic autonomy, awareness raising and mobilisation of women. Training is intrinsic to this process and as a result Gender Training Institute (GTI) was established in 1996 as the training division of CSR.

GTI is an institute where quality gender training is imparted. Grounded in the realities of the existing social fabric, GTI reflects on gender interactions in culture, economy, and politics – of change and power, industry, management, media and other aspects of society. GTI works towards training participants to understand and analyse the reality and look for solutions that change and correct the imbalances. We aim to dispel misconceptions associated with gender so that these do not become restricting factors for both men and women in the course of their lives. We are working towards our mission of building the capacities of women and men for restructuring relationships towards achieving gender equality through our training programmes, consultations and research.

We believe that training is not an end in itself, but part of a larger process of learning and change. Learning, that is embedded in personal, professional, organizational and societal context and aims to prepare its

participants for new roles and responsibilities in society. With GTI as an initiative, we hope to equip society to achieve empowerment through a change in relationships between men and women from policy level to household decision-making level.

Training needs assessment, module preparation, designing of the training programmes, evaluation and follow-up are integral parts of the training to ensure its effectiveness and success.

## *GTI conducts trainings in the following areas:*

- ▲ *Educational Sector - Synergising Gender in Education*
- ▲ *NGOs - Gender Integration in Projects*
- ▲ *Law Enforcing Agencies - Gender Sensitisation for Law Enforcing Agencies*
- ▲ *Corporate Sector - Integrating Gender in Corporate Decision Making*

*Panchayati Raj Institutions - Capacity Building in Governance*

## OBJECTIVES

- ▲ Institutionalization of gender perspective in Public/Private/Corporate sectors
- ▲ Make GTI a gender resource centre In India

### Educational Sector - Synergising Gender in the Education Sector

Our training equips the teachers and students to question the prevailing gender based socio-cultural differentiation among men and women. It also helps in the development of self-identity among the participants. Our training places emphasis on ways in which necessary changes in the school environment can be made, once the gender-based disparities have been identified and analyzed. This helps in creating a gender sensitive environment in the school and these changes gradually percolate down to the society in general. Once the teachers have an understanding of the issues related with gender, they are able to become instrumental in bringing gender awareness among their students. The following are some of the trainings organised by GTI in the education sector:

#### **Training Programme for Teachers of Government Schools in Delhi**

This programme was organized by State Council Of Educational Research and Training (SCERT) during May and June 1998. Approximately one thousand men and women teachers from government and government aided schools participated in the training. The teachers were from different disciplines - Hindi, Sanskrit, English, Mathematics, Science, Punjabi, Bengali, Art, Vocational Education and Laboratory Assistants. They belonged to

different age groups - 25-58 years. The aim of the intervention was not only to achieve conceptual clarity, gather more information, raise consciousness of the values and societal norms; it was also to provide a platform to reflect on those areas of our lives, which are 'swept under the carpet'. The methodology adopted was to reflect on personal experiences to understand the social system and find out how each one of us could contribute towards a change. Most of the participants had not been exposed to gender studies and had never viewed the books, classroom behavior or even life from a gender perspective.

#### **National Conference on Empowerment of Women: Training Programme for Lecturers of Christian Colleges**

This training was organised from 17-19 May 2001, under the aegis of All India Association of Christian Higher Education, Krishnarajapuram, Bangalore.

GTI conducted a three-day gender workshop for college lecturers of Christian Colleges from all over the country. The training was intended to help the participants in charting out the curriculum of the department of Women's Development Studies and assist in opening such centres in colleges that did not have Women's Development Studies. The training programme elicited an enthusiastic response from the participants. The three days of intensive interaction was marked by active participation and co-operation of the participants. Most of the trainees felt that the sessions were "animate, practical and thought provoking". Some of the trainees confided that in the beginning they were apprehensive of the training programme and thought that it would be like many other sessions that they had attended, which had been completely women oriented and at times derogatory towards the men. They admitted that by the conclusion of the programme their apprehensions had been channeled into the



belief that gender is about addressing both, men's and women's issues with the objective of restructuring their existing relationships.

## NGOs - Gender Integration in Projects

GTI's workshops initiate a process of reflection among participants on their attitudes towards gender and development. It points to the way gender roles and relations change because of social and political movements, and trends in market forces. It helps to point out the reasons for the failure of simplistic approaches to involve women in development programmes. Gender is a powerful analytical tool in planning and working towards change. Subsequently the aim is to share information and theoretical inputs in gender analysis and develop necessary skills in planning and implementing projects with gender as the focus. GTI conducts tailor made training programmes for different projects. The following are some of our important initiatives:

### Workshop on Gender for Participants from National Association for the Blind

This training was held from 8-9 January 1998 at the premises of the National Association for the Blind in New Delhi. This was the first time that we had worked on gender issues with a visibly challenged group. Participants were

both men and women from different regions of the country. The aim of the program was to create a democratic youth forum of blind people. Mr. Rungta, Secretary General, Asian Blind Union felt that at least 25 percent of the members of the group would play a significant role in the organization.

The inputs by GTI focused on introducing and clarifying the concepts of gender, gender stereotypes and communication. This training provided us an opportunity to interact with the young men and women who were well informed about the processes of change ongoing in the larger society. We found our niche in the many questions they had about the changing scenario and how best they could perform their different roles as young leaders.

### Training of Trainers for Participants of Swa Shakti Project

Training on gender issues was held in October 2001 for project staff of Swa Shakti, Government project supported by the World Bank. The training was supported by National Institute of Public Cooperation and Child Development (NIPCCD). The training module was designed to enable participants to arrive at a clear understanding of gender and its related concepts and analyse their projects from a gender perspective. This was the first time that an attempt was made by GTI to help participants in developing a module. Participants tested the module prepared by them in the field and made the necessary changes. GTI expects that it will help them in mainstreaming the gender issues in their project areas.

### Workshop on "Leadership and Management with a Gender Perspective"

This workshop was held in Kathmandu, Nepal from 9-13 of April 2001. It was supported by Winrock International India (WII) and Ministry of Agriculture, Government of Nepal. The participants were senior and middle level managers from different Non-Governmental Organisations (NGOs), International Non-





Governmental Organisations (INGOs), and the Ministry of Agriculture of the Government of Nepal. The issue of gender was introduced through various exercises. Incorporating gender in project planning was one of the most crucial exercises and was done primarily through case study analysis. The different perspectives to development and the progress from 'Women in Development' (WID) to 'Gender and Development' (GAD) were also discussed through the analysis of the project interventions of the participants. The highlight of the programme was that the participants felt that it had been successful in addressing gender in a non-threatening manner, which was different from their experiences of attending other gender training programmes. The participants appreciated that it had not restricted gender to an understanding of women's issues but as a societal issue that needs to be addressed by both men and women.

### Law Enforcing Agencies - 'Building Bridges': Integrating Gender for Effective Policing

GTI has been able to introduce the need for gender sensitivity within the police structure. The participatory training methodology adopted by the Institute has been widely appreciated for its simplicity and replicability. This has been reflected by the fact that the Police Training Schools in Delhi and Chandigarh have adopted these training tools as part of their curriculum. The methodology has also helped in building the interest of participants on gender issues. The following are some of our unique interventions:

#### **Training of Trainers Workshop with Police in Delhi, Chandigarh and National Police Academy in Hyderabad**

These trainings were conducted with the support of United Nations Development Fund



for Women (UNIFEM) during February 2002 to March 2003. Amongst the recent initiatives was the support that UNIFEM provided for gender sensitization of the law enforcing authorities. Initially the challenge was tough, as the popular public perception of the police in India is that of an insensitive force in uniform that ill-treats citizens.

Workshops were initially held for Chandigarh and Delhi police personnel. In addition to this we organized the first ever training in partnership with National Police Academy (NPA) in Hyderabad. The Indian Police Service (IPS) officers from Tamil Nadu, Hyderabad, Guwahati, Gujarat, Jammu and Kashmir, Kerala, Madhya Pradesh, Nagaland, Uttar Pradesh, Kolkata, and New Delhi attended this programme. With the exception of one participant from Tamil Nadu none of the other participants had previous exposure to a gender workshop.

The objective of the workshop was to offer an opportunity to the participants to shelve their preconceptions and inaccuracies about gender. They were encouraged to engage themselves in an open discussion on all aspects of gender relations. The participants were expected to make their contribution to the issue by organizing follow up workshops and networking with NGOs in their districts. The issues of trafficking as a human rights concern, violence against women and counseling were also discussed.

The Training of Gender Trainers (TOGT) helped to develop abilities and skills aimed at integrating gender into programming and capacity building. This training helps the



participants in integrating the gender perspective in their respective areas.

## Corporate Sector - Restructuring Relationships at the Workplace

GTI has undertaken the following path breaking initiatives in the area of restructuring gender relationships in the workplace:

### **Training on Gender Issues and Sexual Harassment for Members of FICCI in Delhi, Calcutta and Jaipur**

This training was conducted in January 1998 with the support of Federation of Indian Chambers of Commerce and Industry (FICCI) and International Labour Organisation (ILO). The training was organised with a focus on rejuvenating employers organisations and Chambers of Commerce for promoting women's development programs. Under this project, Social Development Foundation of FICCI undertook the study that formed the base for the implementation of the project.



The first workshop on gender equality in employment was conducted in October 1997. Some of the barriers identified in the program were the socialization and attitude of individuals. In this scenario, GTI was further asked to conduct a two-day training program

for representatives of employers organisations in January 1998. We found that there had been some interventions in a few organizations on the issue of sexual harassment in the workplace. We extended our programme to provide a holistic understanding of the concept of gender and to look at it as a competitive advantage.

## Panchayati Raj Institutions - Capacity Building In Governance

After four decades and tremendous strides in democracy and development, women's participation and role in public life has not made much headway. The 73rd and 74th Amendment of the Constitution is a landmark in our constitutional history, which enabled women to be present in the local bodies. However, the need for effective participation in the decision-making processes at all levels has not been fulfilled.

GTI has identified that the Panchayat training (rural governance) has been emphasised by some agencies where as urban governance has not been given the due importance that it deserves. This gap was identified and addressed by GTI through its training with the Urban Local Bodies (ULBs).

Our trainings are meant to create awareness on the theoretical inputs of the 73<sup>rd</sup> and 74<sup>th</sup> Amendment and address other important issues like the allocation and effective use of resources and the issue of team building. Given the deep political divisions and strong party affiliations of the counsellors and lack



of collective action by the women at the Panchayat level these are considered necessary. The following are some of GTI's unique trainings in this area:

### **Towards Political Empowerment: Capacity Building Programme for Trainers on Panchayati Raj, Sasaram, Bihar**

This training was held during 13-15 September 1998 under the aegis of Jayprabha Gram Vikas Mandal, an NGO, which has been working in the two districts (zillas) of Rohtas and Kaimur. The district of Rohtas constitutes 1930 villages with approximately 243 Panchayats in total while Kaimur district has 1715 villages and approximately 160 Panchayats. Prior to the elections they were working in these villages under the guidance of Acharya Ramamurti. The aim of the NGO is to develop a group of trainers at the Panchayat level so that free and fair elections could be conducted. GTI conducted the training of these trainers.

This was the first training of its kind in the state of Bihar. The aim of the training programme was to introduce the participants to the Panchayati Raj system by enabling them to view it from a gender perspective and develop skills and abilities to enhance their role as trainers. The programme was residential in nature and participants were community development workers/trainers who represented fourteen adjoining districts of Rohtas and Kaimur Zilla.

### **Strengthening Government Citizen Connection for Effective Governance of Urban Local Bodies in Jaipur, Jodhpur and Udaipur Districts of Rajasthan**

CSR as part of its research and action

programme on governance conducted a study on "Strengthening Citizen Government Connections for Effective Urban Governance" to understand and analyze the extent of devolution of powers and resources of Urban Local Bodies (ULBs). It also studied the barriers faced by the representatives, particularly women in the decision making process. Another major objective of the study was to identify and strengthen networks between the government, local bodies and civil society.

On the basis of the research findings, that reiterated the need for collaboration between various stakeholders, GTI developed a training module to address the need for procuring and managing resources along with an elaboration of the 74<sup>th</sup> Amendment and its provisions. Another significant finding of the study was the fact that strong demarcation along party lines often adversely affected the functioning of these bodies. The system was sometimes completely left dysfunctional due to the non-cooperative attitude of fellow councilors, their differences stemming from their strong party affiliations. The paucity of resources was another constraint.

As part of the follow up study it was found out that in Udaipur 86.6 percent and in Jaipur 88 percent of the councilors felt that training for the management and better utilization of resources had a significant effect on their working style, 60 percent councilors of Udaipur and 68 percent of the councilors in Jaipur reported increased mobility as an impact of the training.

This training was conducted with the support of Asian Development Bank (ADB) and



Canadian International Development Agency (CIDA) in 2001.

## The Poorest Area Civil Society Programme (PACS)

The Poorest Areas Civil Society Programme (PACS), an initiative of Development Alternatives and Price Water House Coopers consortia supported by Department of International Development (DFID) is being implemented in the six states covering hundred poorest districts all over India. The main stakeholders of the PACS programme will be the poor people, particularly women. A large cross section of Civil Society Organisations working at community and national level will also benefit from this programme. To achieve this task Gender Training Institute has been identified as a partner to develop the capacities of grass roots

organizations to mainstream gender into their projects so that the following objectives would be achieved:

- ▲ Enable Partners to understand the gender frameworks and integrate gender in their project planning, monitoring and development
- ▲ Enable partners to develop need specific training module for implementation in their projects
- ▲ Train partners to manage knowledge, disseminate it and build capacities to use it.

PACS project is a unique and an integrated program since it involves research and development, capacity building and advocacy. The Program enables, facilitates and encourages to rethink assumptions and practices of the gender construct of the society, which defines the stereotypical roles of women and men and determines the

### *Participants of GTI's Trainings*

<i>Type of Training</i>	<i>Participants</i>
Training of Gender Trainers	Institute Managers, Project Managers, Human Resource Managers, NGO Personnel, Funding Organizations and those interested in Gender Issues.
Capacity Building in Governance	Elected Representatives of Panchayats and Urban Local Bodies.
Gender Integration in Projects	Individuals who work in the Development Sector, NGOs, Government Departments and International Agencies.
Synergising Gender in the Education Sector Gender Sensitization for Law Enforcing Agencies	Teachers and Students. Police Officers, Officers in Customs and Excise, Indian Revenue Service (IRS) Officers, Lawyers and Personnel in the Forest Department including Indian Forest Service (IFS) Officers.
Integrating Gender in Corporate Decision Making	Human Resource Professionals, Development and Training Personnel, Industrial Relations and Administration Managers.





balance power between women and men at every level of project implementation.

Capacity building of PACS partners in mainstreaming gender in their programmes for increased impact will result in understanding of gender relations which will refer specifically to those aspects of social relations which create and reproduce systematic differences in the positioning of women and men in relation to Institutional processes and out comes.

The program has a wider reach. It is being implemented in six states of the country with over 300 NGO partners. This is an opportunity

to make successful inroads into the Institutions responsible for bringing in change at the legislation, policy, research and development, implementation, monitoring and evaluation at the national, State, district and Village levels.

### GTI Publications

GTI publishes reports of all its training programmes.

### Manuals Prepared

Training Module on Gender for the Police  
Training Manual on Gender for Teachers





## Networking and Advocacy

Centre for Social Research's (CSR's) firm beliefs and action, driven by the democratic ideals of equality, tolerance and unity, have helped the organization to achieve a strong base of support. Thousands of friends have identified themselves with the dream of CSR, helping us in creating a strong web of contacts. The vast network of both individuals and organizations has helped us in the sharing of information, formation of future plans and in solving problems that have arisen during the course of our journey. CSR follows the mantra that 'together we can make a difference – a difference in the lives of those who are most in need'.

In 1984 CSR began a campaign under the banner of Ganga Bachao Samiti – Save Ganga Mission – with a strong belief that any problem of concern to the unheard and underprivileged, can be solved through joint effort and integrated support. Parivartan - change - has become our mission since then. From the conceptual level we brought it to the ground reality in the shape of multidimensional

development programmes. CSR's Parivartan, in coordination with other women's organisations and concerned individuals, played an important role in generating a sustained campaign around important social, economic and political issues of women and the marginalized. Parivartan, through its awareness generation programmes at the grassroots level has come a long way in voicing the concerns of underprivileged women on local, regional, national and international platforms.

CSR believes in the power of collectivism. The powerful and well-knitted voluntary sector in India is the outcome of an environment where people have the right to express themselves in the form of pressure groups. Presently this sector is in the position to exert some influence on the State to adopt policies of benefit to women and the poor in India. To increase the scope of the sector's influence, CSR has been actively involved in initiating dialogues and mobilizing women parliamentarians, NGO leaders, trade union activists and leaders from



the grassroots level on the issue of women's political empowerment. Towards this endeavour, CSR has initiated various national, regional and international networks and groups. Many distinguished people have also visited CSR at various stages of our development over the last twenty years, bringing new ideas to our organization and furthering our network. The following are some of the prominent works under taken by CSR towards realizing the goal of women's empowerment.

### CSR AT THE NATIONAL LEVEL

#### Joint Action Front for Women (Jafw) - An Umbrella Group of Like-Minded Organisations

JAFW was formed in 1984 and acts as an umbrella group for like-minded organisations. CSR was the founding member of this collective which is now made up of 97 organisations working towards women's emancipation, and was formed with the aim of launching a joint and coordinated struggle against all forms of violence against women. Since 1990, JAFW has been working actively in a broad range of areas of concern to women such as education, equality and empowerment of women, while maintaining a special focus on violence against women. The Front has also worked on issues such as good governance through the political empowerment of women and has constantly demanded the reservation of seats for women in Parliament and State legislatures. Ranjana Kumari, the Director of CSR, is the Coordinator of the Front.



#### Csr's Initiatives under Jafw:

- ▲ JAFW delegates met the Prime Minister Mr. Atal Bihari Bajpai on 7 May 2003 regarding the deferring of the Women's Reservation Bill in the Parliament.
- ▲ JAFW members met Mr. Murli Manohar Joshi on 12 April 2003 for a discussion on the Women's Reservation Bill.
- ▲ JAFW delegates met Ms. Sushma Swaraj on 6 January 2003 regarding the growing permissiveness and sexualization of Media.
- ▲ JAFW delegates met the Prime Minister Mr. Atal Bihari Vajpayee on 27 December 2002 on the growing incidences of violence in the Capital.
- ▲ JAFW members under the banner of 'Concerned Citizens of Delhi' participated in a rally on the growing incidences of crime against women in the Capital on 10 December 2002.
- ▲ JAFW members met the Hon'ble Minister of Finance, Shri Yashwant Sinha, on the subject of a 'Gender Just Budget' on 23 February 2001 and 24 January 2002.
- ▲ JAFW organized a dialogue on the important issues of women and responsibilities of the Parliament on 3 August 2002 at Vittal Bhai Patel Bhawan, New Delhi.
- ▲ JAFW organized a meeting on "Forging an Alliance Against Pornography and the Sexual Debasement of Women in the Media" on 15 July 2002, at All India Women's Conference.
- ▲ JAFW organized a meeting to discuss the Bill prepared by National Commission for Women on Sexual Harassment at the workplace on 16 May 2002.
- ▲ A delegation comprising of key JAFW members and women parliamentarians met Prime Minister A.B. Vajpayee to

discuss the Women's Reservation Bill, on 8 May 2000 at Parliament House.

- ▲ JAFW organized a dialogue with women leaders from political parties on "Forging Partnership for the Millennium - Women's Movement and Political Parties" on 4 March 1999.
- ▲ JAFW organized the Chetna Yatra on 4 December 1998 when 38 women activists representing 24 organizations traveled from New Delhi - Trivandrum - Chennai - New Delhi to create general awareness among the public against growing violence against women and the need for a gender just society.
- ▲ JAFW organized a two-day Convention on "Gender Equality through Transformative Politics" with the Hon'ble Prime Minister, Shri I.K. Gujral, eminent parliamentarians and political party representatives on 27-28 November 1997 at Parliament Annex, New Delhi.

## CSR'S PRESENCE IN INTERNATIONAL FORUMS

CSR is a member of Conference of Non-Governmental Organisations (CONGO) and United Nations Economic and Social Council. CSR has been elected as the secretariat for South Asia Coordination Committee on Political Empowerment of Women (SACPEW). We hold the position as the first secretariat to the South Asia Network of Women in Politics (SANWIP) and act as the South Asia focal point and as a vice president, for Centre for Asia Pacific Women in Politics (CAPWIP).

CSR has voiced the concerns of women at the grassroots level in India through actively engaging in dialogues and conferences with

our partners internationally. CSR has actively participated in the following events:

- ▲ Dr. Ranjana Kumari presented a paper to the White House Project's summit "Why Women Matter: Lessons About Women's Political Leadership from Home and Abroad", Washington DC and San Francisco, USA, March 2003.
- ▲ On 6-7 October 2002 the 12<sup>th</sup> Kitakyushu Conference on Asian Women was held in Kitakyushu City, Japan. CSR presented a paper on "Domestic Violence in India" at this conference.
- ▲ Dr. Ranjana Kumari attended the International Labour Organisation (ILO) Conference in Geneva, Switzerland, June 2002.
- ▲ In November 2001, Dr. Ranjana Kumari was a speaker at Centre for Asia Pacific Women in Politics (CAPWIP) Forum for Women State Legislators: "Working Smarter, Governing Better" in California, USA.
- ▲ During January 2000 CSR participated in the Global Forum for Women's Political Leadership in Manila, Philippines.
- ▲ Dr. Ranjana Kumari was a speaker at the Global 50-50 Campaign hosted by Women's Environment and Development Organisation in New York, USA, during June 2000.
- ▲ In August-September 1999, Dr. Ranjana Kumari chaired a session on 'Women in Decision Making' for Beijing +5 Meeting in Bangkok, Thailand.
- ▲ In August 1998 CSR participated in the Second Global Conference on "From Rhetoric to Reality: Women's Political Participation, Accountability and Leadership", held in Makati, Philippines.







## 'Winning percentage of women higher'

By Our Special Correspondent

NEW DELHI, NOV. 12 "Winnability factor" is often cited as a reason for men walking away with a lion's share of tickets up for the grabs in any election in the country, but an analysis of the results of successive elections in the Capital by the Centre for Social Research dispels the notion that women cannot win elections.

Research dispels the notion that women cannot win elections. Of the five election results put under the scanner - 1972, 1977, 1983, 1993 and 1998 - the winning percentage of women was higher in all but the 1993 polls when male candidates did marginally better. The study was released here today evidently in view of the fact that the two main parties fighting for supremacy in the Delhi Assembly - the Congress and the BJP - have fielded few women this time round despite the lip-service paid to women's empowerment by both.

## Women workers getting a raw deal, points study

By the Staff Reporter

It is though to be noted that the women workers in the garment industry in the Capital are getting a raw deal, a study by the Centre for Social Research (CSR) has revealed. The study, which is a continuation of the research conducted by the Centre in the past, points out that the women workers in the garment industry are getting a raw deal, a study by the Centre for Social Research (CSR) has revealed.

## Despite better success rate of women, parties plump for men

Tribune News Service

New Delhi, November 17

(The report of the study is a continuation of the research conducted by the Centre in the past, points out that the women workers in the garment industry are getting a raw deal, a study by the Centre for Social Research (CSR) has revealed.)

## CSR in the MEDIA

### A record-breaking poll for Delhi women

Centr for Social Research (CSR) has always been an active and visible participant in Indian society and thus our organisation's activities have attracted widespread media coverage over the last decade.

The action taken by Ranjana Kumari, Director of CSR, and over 200 other women's representatives, in protest of the deferring of the **Women's Reservation Bill** in the Parliament, **7 May 2003**, attracted extensive media coverage. The delegation, representing 25 organisations, converged on the Prime Minister's residence to voice their disappointment that not even a discussion was allowed on the Reservation Bill by certain members of Parliament. These women's representatives entered the office of the Prime Minister and demanded a meeting with him to discuss the matter. The outcome of the meeting was that they were assured by the Prime Minister that another attempt would be made to table the Bill in the next session of Parliament and that it had not been dropped. The delegation remained steadfast to their demand for "182 seats in Parliament and nothing less".

On **12 November 2002** the Times of India reported on the 'Three-day review camp for Union Territory (UT) police officers' that was organised by Centre Training Institute (GTI). The review camp was a follow-up of the first camp held in April and assessed the capabilities and skills and identified the strengths and weaknesses of participants in handling gender sensitisation cases. Dr.

Madhumita Sarkar, Head of GTI, said that the purpose of the review camp was to assess the impact of the first five day course and participants would be asked whether they had been able to follow the 'checklist' of behaviour for dealing with women victims, that had been specially formulated for them. On **11 November 2002** The Tribune reported that the Chandigarh police are one of the first civil police forces in the region to conduct such training for their officers.

The Hindu and the Indian Express covered the **Southern Regional Seminar on the National Policy for the Empowerment of Women (NPEW) - Gender Balance 50/50** that was held in Kochi, Kerala, on **19-20 April 2002**. The event was organised by the National Forum on Women's Rights and the Department of Applied Economics. The main thrust of the seminar was to discuss the NPEW with a cross section of individuals and organisations with a view to disseminate the content, clarify the roles of different stakeholders and evolve appropriate strategies to make the NPEW an effective instrument for furthering the cause of gender justice. This seminar provided a platform for women activists to raise many issues of concern to them, such as lack of consultation during the formulation of the policy, failure to take into account the real issues faced by women and lack of care taken to address the local disparities existing in women's issues. In the introductory remarks made by Ranjana Kumari behalf of the National Forum for

PM hints at consensus

The “**Chetna Yatra**” was a means to mobilized the masses across the country by undertaking a train journey cutting across the length and

**On 2 December 1998** The Hindu reported “As more and more women move away from playing the role of passive proxies or mere observers at the game of politics, to wield the mantle of power themselves, several women’s organisations are grooming politically-inclined women in the art of political excellence.” A women’s entry into politics does not mean she has real power. Dr Ranjana Kumari, Director of CSR, believes that rigorous training is required to make women understand the concept of the power they wield and learn to assert it effectively. Training programmes enable women to develop and understand the necessary skills needed for politics and the strategies to be adopted to garner more votes. In September when CSR conducted two training programmes for capacity building at gram panchyats in Sasram (Bihar) and Mau (Uttar Pradesh) it found that most Pradhans were not clear about their roles and functions. They also observed that most Women Pradhans were dominated by their husbands who were actually conducting meetings, taking decisions and implementing programmes. The programmes were modelled to make these women understand their roles and evolve

practical mechanisms to assist them and reduce their dependence on others, particularly men.

The *Hindustan Times*, published an article titled 'Adolescent Blues' on 29 January 1994. The article covered the problem of adolescent illiteracy, especially among girls in India and the steps being taken by CSR to address it. Ranjana Kumari, Director of CSR, stated that the category of adolescent girls was completely ignored for the purpose of educational and development programmes.

Adolescent girls were being left behind in existing government programmes aimed at the upliftment of either young girls under six or adult women. As a follow-up of the baseline survey on rural adolescent girls completed by CSR in 1989, CSR started the Non-Formal Primary Education Programme targeted at girls in the age group of 10-16 years. The programme was called 'Parivartan Kishori Vikas Pariyojana' and was implemented through the establishment of 'Kishori Kendras' in project villages of CSR.

**Balance between gender**

is a target for reservation; a lower percentage had better chance of becoming

remains disappointingly small in... Mahatma Gandhi... campaign with... and...

**Women MPs meet PM on quota bill**

**Mamata manhandles critics of women's quota Bill**

**PM hints at conscience vote**

**VOICE OF RESERVATION**

**PM hints at conscience vote**

FROM OUR BUREAU **NEW DELHI, May 9:** Making a last-ditch attempt to force the Women's Reservation Bill in the current session of Parliament, women MPs of various parties told Prime Minister Atal Behari Vajpayee at a meeting on Tuesday that their parties were ready for a conscience vote on the legislation.

The Prime Minister told the MPs that he would discuss with other parties; the issue of allowing a conscience vote.

could be only passed if all parties cooperated, he said the question of conscience vote rather than whips figured prominently in his meeting with a delegation of women MPs and activists.

The 40-member delegation which met Vajpayee submitted a memorandum demanding that the long-awaited Bill ensuring one-third reservation for women in Parliament and State legislatures be taken up in the current session of Parliament.

Talking to reporters outside Parliament, Vajpayee said he wanted the Bill to be passed in the ongoing session itself but would require the cooperation of all parties. He said the delegation told him they were ready for a conscience vote.

Vajpayee did not commit when asked why the government was insisting on consensus on the Bill when other controversial Bills had been allowed to come up.

The memorandum submitted by the delegation said the least that can be done is to commence the debate for the passage of the legislation.



## Awards *and* Recognition

Centre or Social Research (CSR) has received national and international honours over the last decade in recognition of our contribution to Indian society. Particular recognition has been given to our work towards women's empowerment.

In 2002 the Indian Institute of Human Rights presented the following CSR staff with the **World Human Rights Promotion Award**:

- ▲ Mr. Sudhir Kumar Rai, Field Coordinator, Counselling Centre for Women in Distress
- ▲ Kanchana Singh, District Coordinator, Initiatives for Women's Empowerment Project, Varanasi
- ▲ Mr. Murari Chandra, Programme Officer, Initiatives for Women's Empowerment Project, Varanasi

In 2002, the All India Crime Prevention Society (Delhi State) awarded Babita Tyagi, a CSR counsellor of the counselling centre in Yamuna Pushta, a Certificate of Merit for her outstanding contribution in the field of social service.

The Delhi Commission of Women (DCW) presented CSR with an Award for

Commendable Work in the Field of Violence Against Women, on 18 January 2001.

The Delhi Police granted Mr. Sudhir Kumar Rai a Commendation Card for doing exceptionally good work in connection with the investigation of rape cases during the year 2000.

Our community worker, Ms. Sumitra Devi received a Certificate of Recognition in gratitude and recognition of her work, courage and dedication to the cause of women. She received this award from UNIFEM, Brisbane, on the occasion of International Women's Day 1998.

Ranjana Kumari, CSR Director, was a recipient of the **African Women's Award** in 1996, given to women for making important contributions to humanity through their work.

CSR received **UNIFEM's Achievement Award 1996** from UNIFEM, New York, in recognition of our achievements in significantly improving the lives of women in India.





## Welcome to the NEW ERA

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CSR in this decade has actively adopted technology for the benefit of women. We launched our website in 2001. Since then Internet has played a major role in CSR's communication.

The spring of 2003 was a remarkable time, for it marked new beginnings to establish an overall communication plan for CSR where the Internet was to play an important and central role. The world of Internet was opened up for all staff members through uninterrupted and continuous Internet access and interconnectivity between all computers across the organisation. The whole communication system was rebuilt around a new, easy to use, interactive website to present information about the organisation, summaries of the projects, activities and thrust sectors and to provide the new CSR-look to its users.

Through this website we invite users to participate in dialogue and discussions on gender issues as well as on relevant social issues. The site provides different articles and important documents to download. Other new

features include online counselling and job application. The on-line counselling has given us an opportunity to help the 'faceless' women who need our help and support and is a great step in the direction of widening out our reach even to the women and victims overseas.

This period also marked the launching of our intranet website, an in-house facility where one can access regularly updated information about the activities, projects and current programmes being run by the different departments of CSR. This has also helped to make communication systems within the organisation more efficient and systematic.

With the advent of these technological changes CSR has truly stepped into a new era, an era where we look forward to widen the horizon of our activities. These changes, by providing us an opportunity to join hands with others from across the globe would help us to realise our dream, a dream of helping and supporting women across national boundaries and to be a truly global organisation without losing its touch with the grassroots.

# The Coming YEARS

*In the coming years, CSR is focussing more on these areas.....*

- ▶ Trafficking of Women and Children
- ▶ Women's Reservation in Parliament
- ▶ Gender and Governance
- ▶ Women and Economy
- ▶ HIV/AIDS
- ▶ Poverty Reduction
- ▶ Elimination of Violence Against Women
- ▶ Women's Rights as Human Rights
- ▶ Effective Participation
- ▶ Promotion of Democratic Values

# Governing Body Members

PROF. ANAND KUMAR

*Chairperson and co-founder: is a sociologist and political commentator*

---

DR. RANJANA KUMARI

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

---

DR. N. RAJARAM

*Secretary and co-founder: sociologist and professor for more than 20 years*

---

MR. ASHOK MALHOTRA

*Treasurer: is an advocate by profession*

---

DR. S. RADHAKRISHNAN PILLAI

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

---

MS. JYOTSNA ROY

*Member and co-founder: is founder-director of ISDDM, an NGO for development and disaster management based in Delhi*

---

DR. RENUKA SINGH

*Member: is a sociologist*

---

DR. CHANDRALEKHA

*Member: is a doctor serving at AIIMS*

---

MR. R.V. SINGH

*Member: is a computer software engineer*

---

PROF. YOGESH SHARMA

*Member: is professor of history at Jawaharlal Nehru University*

---

DR. T.N. JHA

*Member: is an economist serving at senior position in the public sector*

---

SMT. SUMITRA DEVI

*Member: is a social worker*

---

## STAFF

### EXECUTIVE DIRECTOR

Ranjana Kumari

### ADVISOR, CSR

N. Hamsa

### MANAGER – OPERATIONS

Bharti Birla

### MANAGER – SYSTEMS

Beena Painuly

### VIOLENCE AGAINST WOMEN PROGRAMME

Milly Chatterjee, Head

Sudhir Kumar Rai, Coordinator

Rekha Dubey

Balveer Kaur

Dorothy Kamal

Kamlesh Premi

Preeti

Ruksana

Geeta

Anita

Sarla

Husna

### GENDER TRAINING INSTITUTE

Jyotsna Roy, Founder Head

Madhumita Sarkar, Previous Head

Renu Suri, Head

Kunwar Viqar Naseem

Sonia Kapur

Kavita Parameswaran

### RESEARCH

Sindhu Nambiath, Coordinator

Amy Cruickshank

Seetal Patel

Rosalind Wilson

### DEVELOPMENT & CAPACITY BUILDING

Murari Chandra, Coordinator

Kanchana Singh, Field Coordinator

Nidhi Rai

Pushpa Tiwari

Anand Raghav

Vinod Kumar Pradhan

Sharada Prasad

Manoj Kumar

Mohd. Washir

Sher Mohammad

Mehandi lal

Basmati Devi

Ayub

Rajrani Devi

Tara Devi

Urmila Devi

Sheela Devi

Sam Pyari

Radha Devi

Sharda Devi

Indu Devi

Rajkumari Devi

Jamuna Devi

Santoshi Devi

Santara

Parvati

Nirmala Devi

Sushila Devi

Kusumlata

Mansa

Nagina Devi

Usha Mishra

Laxmi Sharma

Sunita Srivastav

Pratibha

Rita Kushwaha

Shakuntala Devi

Ajay Maurya

### PROJECT OFFICE, ETAWAH

Ram Rattan

### MANAGEMENT SUPPORT TEAM

K.K. Balakrishnan (General Administration)

Rajesh Gupta (Part-time Consultant)

Anil Kumar Jha (Consultant)

Naresh Kumari

Sanjay Singh Bara

Jaswant Singh

Jameel Ahmed

Pradeep Kumar

Mansudhan



## PUBLICATIONS

### PERIODICALS

CSR Newsletter  
Violence Update  
GTI Annual Report  
GTI Newspick  
Parivartan Ki Chitti  
Sampark

### BOOKS

- Growing Up in rural India: Problems and Needs of Adolescent Girls (1990)
- Women in Parliamentarians (1994)
- Women in Grassroot Politics (1997)
- Why Women? What Politics (1997)
- Women in Bureaucracy: A Review (1997)
- Gender, Work and Power Relations (1997)
- Gender, Work and Power Relations (1997)
- Women in Grassroot Politics (1997)
- Why Women? What Politics ? (1997)
- Women in Bureaucracy: A Review (1997)
- Women in Parliamentarians (1994)
- Women in Decision Making (1992)
- Women in Politics: Forms and Processes (1992)
- Growing Up in rural India: Problems and Needs of Adolescent Girls (1990)
- Brides are Not For Burning: Dowry Victims India (1989)
- Women-headed Households in rural India (1989)
- Higher Education and Scheduled Tribe Youth: A case study of Chattisgarh (1989)
- Impact of Education on Scheduled Caste Youth in India: A Study of Social Transformation in Bihar and Madhya Pradesh (1989)
- The National Pulse Polio Surveillance Project (2002)
- Domestic Violence: A Case Study of Selected Areas of the Indian Capital (2002)
- Gender and Adjustment Policies: Impact of SAP on Women's Coir industry in Kerala (2002)
- Gender and Local governance: Its Implications on Development (2002)
- Strengthening Government Citizen Connection for Effective Governance of Urban Local Bodies: A study of Jaipur and Jodhpur municipal corporations of Rajasthan (2001)
- Strengthening Government Citizen Connection for Effective Governance of Urban Local Bodies: A study of Jaipur and Udaipur districts of Rajasthan (2001)
- Women in Decision Making at Grassroots: A Study of the Social and Economic Background of Women Representatives in the Panchayats of Kerala (2001)
- A Step Towards Self Reliance, Varanasi (2000)
- Women and Work Project (1998)
- Better Life Option Programme in India (1993-97): An Evaluation Report of BLOP as implemented by Prerana (Delhi) and Bharatiya Gramin Mahila Sangh (Indore) (1998).
- Women in Urban Local Bodies: A Case Study of the MCD elections 1997
- Women in Urban Local Bodies: A Case Study of the Delhi Municipal Corporation Elections 1997
- Impediment Faced by Women Candidates in 1996 Lok Sabha Elections: A Case Study of Sushma Swaraj (1996)
- Report of the Project on Women in Glass Industry at Firozabad (June 1995)
- Credit Facilities for Women Availability and Utilisation in Rajasthan, 1993
- Resource Book on Institutions/Organisation offering gender related training at National and Regional Level (1993)

### REPORTS

- Evaluation of Yamuna Action Plan – Haryana (2003)
- Impact Assessment Study of CTCs in India (2003)



19. UP Sodic Land Reclamation Project: A Consultants Report, April 1993  
H.P.S. Foundation  
Noida, U.P.
20. Credit Facilities for Women Availability, Accessability and Utilisation in Rajasthan (1993)  
ICCO  
The Netherlands
21. Report of Capacity Building Training for Effective Urban Governance  
Indian Council for Research on International Economic Relations (ICRIER)  
New Delhi

## CSR ACKNOWLEDGES THE SUPPORT OF.....

Asian Development Bank (ADB)  
The Philippines

AusAID  
New Delhi

CEDPA  
Washington, U.S.A

Canadian International Development Agency (CIDA), New Delhi

Central Social Welfare Board (CSWB)  
New Delhi

Department for International Development (DFID). New Delhi

Dutch Development Cooperation  
New Delhi

European Commission  
New Delhi

International Labour Organisation (ILO)  
New Delhi

Fedrich Ebert Stiftung (FES)  
New Delhi

International Development Research Centre (IDRC), New Delhi

Latter Day Saint Charities  
Bangalore, India

Ministry Of Human Resource Development  
Govt. of India, New Delhi

Municipal Corporation of Delhi (MCD)  
New Delhi

National Commission for Women (NCW)  
New Delhi

Delhi Commision for Women (DCW)  
New Delhi

NIPCCD  
New Delhi

Oxfam-America  
New Delhi

UNDP  
New Delhi

UNCTAD  
New DELhi

UNIFEM  
New Delhi

## Treasurer's Report

The audited accounts of CSR together with the auditors report have been circulated by the Director to all the General Body Members. May I submit these to you for your approval as I find them acceptable and satisfactory. I take this opportunity to point out the following:-

- The Accounting Manual applicable is being adhere to strictly.
- CSR's financial accounting practice continues to be of a high standard and professionally managed.
- All statutory requirements are complied with.
- All investments are made in approved securities.

The system of financial management and internal audit are constantly monitored and evaluated through internal control systems.

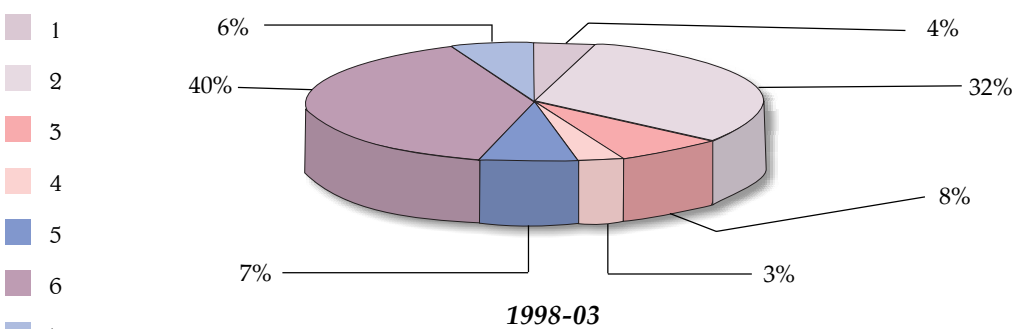
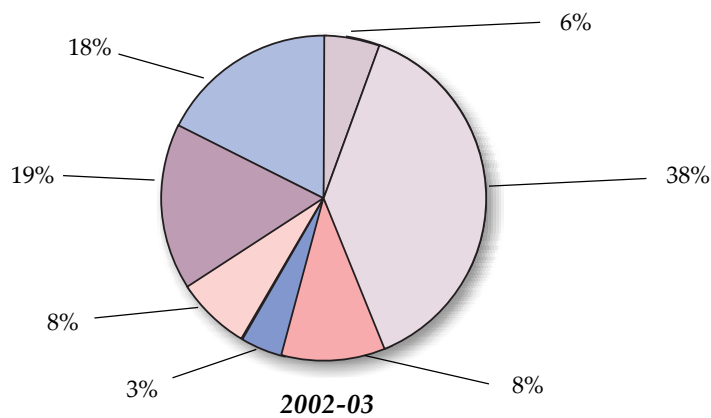
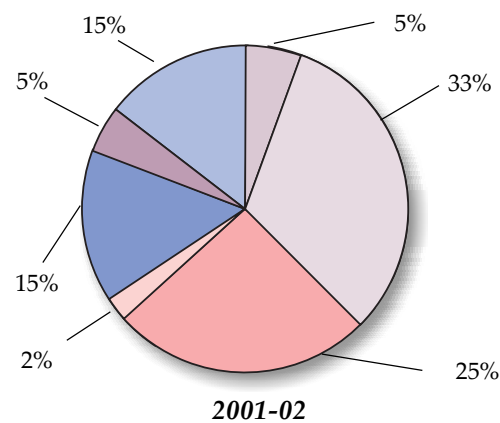
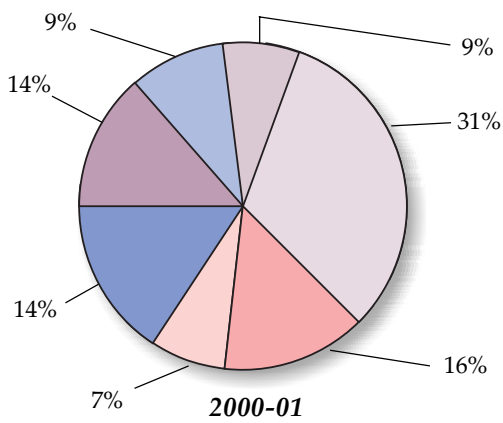
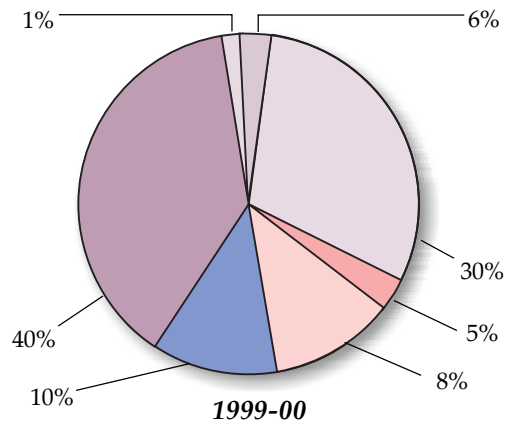
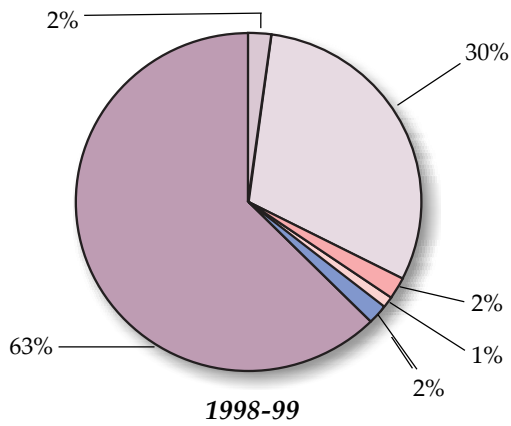
Ashok Malhotra  
Treasurer

June 2003

## AMOUNT SPENT ON VARIOUS SECTORS IN LAST 5 YEARS

S.No.	PARTICULAR	1998-99	1999-00	2000-01	2001-02	2002-03	Total
1	Health	662,760.00	591,677.00	696,335.50	516,720.80	592,682.00	3,060,175.30
2	Development	10,987,126.65	3,114,249.88	2,482,537.05	3,286,257.04	3,730,390.00	23,600,560.62
3	Research	778,309.00	475,320.00	1,323,748.50	2,469,455.00	774,999.00	5,821,831.50
4	Education	532,170.00	815,572.00	576,544.40	229,285.00	293,378.00	2,446,949.40
5	Viloence Against Women	593,567.10	1,050,829.20	1,160,487.65	1,498,057.25	746,920.00	5,049,861.20
6	Gender Training	22,429,116.51	4,213,066.74	1,148,253.94	464,281.00	1,839,043.00	30,093,761.19
7	Management & Administrative Expenses	108,493.32	142,801.80	765,571.46	1,495,467.37	1,754,725.58	4,267,059.53
		36,091,542.58	10,403,516.62	8,153,478.50	9,959,523.46	9,732,137.58	74,340,198.74





## Financial Summary 2002 -2003

(Rs.In Lacs) Balance Sheet	
Assets	Amount
<b>Fixed Assets</b>	362.52
<b>Investment</b>	166.00
<b>Current Assets</b>	
Sundry Receivable	34.62
Cash & Bank Balance	5.87
<b>Total Assets</b>	<b>569.01</b>
Liabilities	Amount
Society Fund	129.35
Capital Fund	410.83
<b>Total</b>	<b>540.18</b>
<b>Unspent Project Grants</b>	6.17
<b>Total</b>	<b>546.35</b>
Current Liabilities & Provisions	22.66
<b>Total Liabilities</b>	<b>569.01</b>

(Rs.In Lacs) Income & Expenditure Account	
Income	Amount
Grants	81.55
Donation & Contribution	1.73
Interest	19.29
Rent & Maintenance Charges	22.35
Miscellaneous Income	2.03
<b>Total</b>	<b>126.95</b>
Expenditure	Amount
Total Research & Development Expenditure	79.07
Administrative Expenses	17.31
Depreciation	0.94
Excess of Income over Expenditure	29.63
<b>Total</b>	<b>126.95</b>
Depreciation Charged to Specific Funds	11.23
Unspent Grant Carried Forward	6.17
Society Fund Balance as on 01. 04.2002	99.72
Add: Surplus During the year	29.63
<b>Society fund Balance as on 31.03.2003</b>	<b>129.35</b>