

Institute of Social Studies Trust

ANNUAL REPORT

2019-2020



Institute of Social Studies Trust is a Public Charitable Trust registered with the Sub Registrar, New Delhi, vide registration No: 923 dated 25th February, 1980, registered at Core 6A, UG Floor, India Habitat Centre, Lodhi Road, New Delhi - 110003.

ISST is permitted to receive foreign contributions for its work.
Its FCRA registration number is 231650070.

Donations made to ISST are exempted from tax under Section 80G of the Income Tax Act.

Institute of Social Studies Trust



ENGENDERING IDEAS, GENERATING DIALOGUE

MESSAGE FROM CHAIRPERSON



For ISST, 2019-2020 has been, in overall terms, a productive year in terms of its research, advocacy and outreach activities. This, despite the fact that at the tail end in February and March, the impacts of the COVID-19 pandemic began to be felt resulting in the restriction of field activities and movement.

The main thrust of our work, under the Bill and Melinda Gates Foundation (BMGF) funded project, titled 'Creating Momentum for Gender Transformative Programming Advancing Gender Equity', has been on women's work in the informal sector and policy approaches to enable women's economic empowerment. Apart from the short-term research projects and workshops, we are also developing a curriculum on Women and Work.

In addition, we have a very exciting action research project, funded by the American Jewish World Service (AJWS), titled 'Creating an Enabling Environment for Realizing the Aspirations of Adolescent Girls from Urban Slum Settlements'. It runs through our two community centres: Saathi and Yuva Saathi centre, in Kalyanpuri. The focus of this second phase of the project is on how gender affects our lives in different ways. Innovative workshops on community radio, theatre and comics have been organised to encourage the use of art in enhancing life skills, and to express an understanding of gender using these mediums.

ISST has recently started a very interesting qualitative research project titled 'Sustaining Power for Women's Rights in South Asia (SuPWR)'. Its aim is to generate empirical understanding on strategies of the women's movement, when faced with backlash from regressive social, political, and economic forces. The project is supported by and in collaboration with IDS Sussex. ISST along with IDS will be leading the India chapter under this project.

During the year, ISST completed several short-term research studies including, in collaboration with IMAGO Global Grassroots and PRADAN, a qualitative study on Sustainability of SHGs (SOS) under the National Rural Livelihoods Mission (NRLM). This study aimed to explore the reason behind the functionality and non-functionality of SHGs, on one hand, at the

programmatic level, and on the other, individual, household and community level.

The Gender Economic Policy Forum funded by Heinrich Boll Stiftung has continued. This year, the issues included women in tourism, handloom industry, and their representation in the political leadership. The fora were well-attended, creating space for valuable discussions between academicians, students, researchers, practitioners and policy makers. The policy briefs produced are a useful resource for both researchers and practitioners.

This year, ISST brought to a close the second phase of the project on Engendering Policy through Evaluation, supported by the Ford Foundation. ISST successfully conducted an online course on gender transformative evaluation.

ISST played a lead role in the organisation of EvalFest 2020, a three-day event held in Delhi, to promote co-producing knowledge and building partnerships with various stakeholders to ensure that evaluation and evidence are used in decision making.

ISST continues with its activities of the Saathi centre under the Bachpan programme, funded by WIPRO Cares and EASACT. Its outreach programme has made a significant difference in the area, where the community centre is operating.

ISST library and documentation centre, which was started in 1984, continues to expand its digital repository of digital content. It also maintains a strong network with other gender-based organizations for knowledge and resource sharing. ISST also hosts an international online community on gender and evaluation, and its membership has grown significantly this year.

Finally, I would like to personally, and on behalf of the Board of Trustees, recognize, applaud and congratulate the efficient and dedicated team of ISST for the above progress and achievements. Their commitment and dedication to the organisation is exemplary. I would also like to use this opportunity to thank various agencies and individuals, who have helped us in multiple ways during this year.

Sarojini G. Thakur

Chairperson, Board of Trustees

MESSAGE FROM ASSOCIATE DIRECTOR



Learning from the past, writing the future

This year marks the 40th Anniversary of ISST. For the past four decades, ISST has made remarkable progress in promoting gender equality through research, dialogue and action. It is a momentous occasion in the history of our Institute. Consequently, we planned a couple of events to celebrate it, but because of the Covid-19 issue, we had to postpone them. Hopefully, we will be able to celebrate our 40th year sometime in 2021.

In the meantime, ISST is continuing its ongoing research and capacity building activities; though we had to postpone or cancel a number of field-based studies due to the Covid-19 pandemic. In the year 2019–2020, several short-term research and evaluative studies have been conducted centring on women's work in the informal economy and policy approaches, to enhance opportunities and enable women's economic empowerment.

In 2019, ISST completed three iterations of the online course on gender transformative evaluation. This online course was launched in 2017. The course contributed in building capacity in developing the gender transformative lens among the junior to mid-level professionals. ISST is now exploring the possibilities to expand the course among a larger number of people in India and beyond.

Apart from the short studies, currently, ISST is developing a curriculum on 'Women and Work'. This curriculum aims to build perspective and provide conceptual tools to participants to understand and critically analyze the social, political, and policy dimensions of debates surrounding the issues of women, labour and work. It would also help activists and practitioners in the field who are working on the questions of gender justice and equality to reflect afresh on their work experience and strategies.

ISST continued organizing the Gender and Economic Policy discussion forums for the year 2019 as well. This year the forums focused on the diverse aspects of how the policies are organized in India, attempting to understand the gender complexities in the male dominated sectors as

well as in India's political systems.

ISST managed and organized EvalFest 2020, a three-day international conference in February 2020, on behalf of ISST and Evaluation Community of India. The event was conceptualized as a step in the direction of co-producing knowledge and building partnerships with various stakeholders to ensure that evaluation and evidence are used in decision-making. An important session in EvalFest featured participation of parliamentarians from India, Sri Lanka, and Ghana, deliberating on national evaluation policies.

In 2019-20, the ISST Saathi Centre continued with young children under its Bachpan Programme, and with adolescent boys and girls and young adults under its Youth Resource Centre programme. Through these programmes, the Saathi Centre tries to enable young boys and girls from urban slums. ISST works directly with the community at the micro level, bringing its research and capacity building experiences, and to make a difference in the lives of young people from the socially and economically disadvantaged sections of society.

ISST's Yuva Saathi Centre, working primarily with the adolescent boys and girls, introduced the use of art to enhance life skills, encourage reflection and critical analysis, and the ability to express their gender sensitive analysis, using non-threatening media like comics workshop, community radio workshop and theatre. The workshops helped the young and adolescent boys and girls in articulating stories, and enhanced their confidence and communication skills.

Finally, in early 2020, ISST initiated a research study titled 'Sustaining Power for Women's Rights in South Asia (SuPWR)' to analyze the strategies and processes of women's movements in South Asia in the face of backlash from regressive social, political, and economic forces. The study aims to generate empirical understanding on strategies and processes of women's movements when faced with backlash. The study will further strengthen the understanding of women's struggles across disciplines and enrich the feminist analysis of contemporary women's struggles across countries.

The experiences of COVID-19 have made us realize the possible challenges in lives of women, and the transformations that are likely to happen. ISST would in the future look towards understanding the unexplored areas of women's economic empowerment, including the future of women's work and emerging challenges, and develop research and dialogue around it.

On behalf of the ISST team, I would like to thank our sponsors, the Board of Trustees, and my colleagues for their support and cooperation for continuing our valuable work.

Rajib Nandi

Associate Director

The Institute of Social Studies Trust (ISST), since its inception in 1980, has been committed to the cause of equity and well-being of the poor and the marginalized. It has specifically been working towards bringing the issues and concerns linked to women in all communities to the forefront. Using a gender transformative approach, the main focus area of ISST's work has been to pursue multidisciplinary social science research and conduct evaluative studies. While its research work comprises both macro-level policy research and micro research, working towards gaining in-depth understanding on specific issues, its evaluative studies have provided a viable means to understand the reasons that lead to shortfalls in programme outcomes. ISST has also been involved in reaching out to the community directly through its outreach centre, Saathi, which works towards empowering women, children and adolescent youth through community mobilization work, information and inputs on education. The gamut of ISST's activities can, therefore, be understood as aiming towards bridging the gap between research, action and policy change. These activities primarily work towards:

Producing empirical research

around women's work, their economic empowerment and wellbeing

Promoting dialogue and debate

on issues linked to gender equality and development

Reaching out

and making a difference at the community level through small interventions

Knowledge sharing

disseminating information around gender issues with fellow social researchers and organizations, and building solidarity networks

Building capacity

at micro and macro levels for strengthening work around women's issues

This report gives a snapshot of ISST research activities, workshops, events, training programmes and knowledge sharing processes that took place during 2019-20. It also gives a detailed account of the activities that were undertaken at the Saathi community centre run by ISST in the Kalyanpuri area.

The following list gives an account of completed and ongoing research and other activities of ISST.

INSTITUTE OF SOCIAL STUDIES TRUST (ISST)

| Completed Research Projects | | | |
|---|--------------------------------|----------------------|--------------------|
| Research Title | Funding Support | Date of Commencement | Date of Completion |
| Gender and Economic Policy Discussion Forum | Heinrich Böll Foundation (HBF) | January 2019 | November 2019 |
| Capacity Building in Gender Transformative Evaluation | Ford Foundation | January 2017 | December 2019 |
| Qualitative Study on Sustainability of SHGs (SOS) under the National Rural Livelihoods Mission (NRLM) | IMAGO Global Grassroots | November 2019 | February 2020 |

| On-Going Research Projects | | | |
|--|--|----------------------|--------------------|
| Research Title | Funding Support | Date of Commencement | Date of Completion |
| Creating Momentum for Gender Transformative Programming and Advancing Gender Equity | Bill & Melinda Gates Foundation (BMGF) | January 2018 | December 2021 |
| Creating an Enabling Environment for Realizing the Aspirations of Adolescent Girls from Urban Slum Settlements | American Jewish World Service (AJWS) | December 2017 | January 2021 |
| Analyzing Social Protection Policies & Programmes from the Perspective of Domestic Workers | WIEGO Limited | August 2019 | May 2020 |
| Safety Audit of public spaces in 10 villages of Gujarat | UTTHAN, Gujarat | June 2019 | December 2020 |
| Sustaining Power for Women's Rights in South Asia (SuPWR) (Pre-project work) | IDS, Sussex (ESRC) | February 2020 | December 2024 |
| Evaluation Community of India (ECOI) | Members of ECOI | October 2015 | On-going |

Status of Activities at Saathi Community Centre

| Research Title | Funding Support | Date of Commencement | Date of Completion |
|-----------------------|---|--------------------------------|------------------------------|
| Bachpan Programme | Wipro Cares | February 2017 February 2020 | January 2020 January 2023 |
| Youth Resource Centre | External Affairs Spouses Association Charitable Trust (EASACT) & ISST | April 2017 | September 2020 |

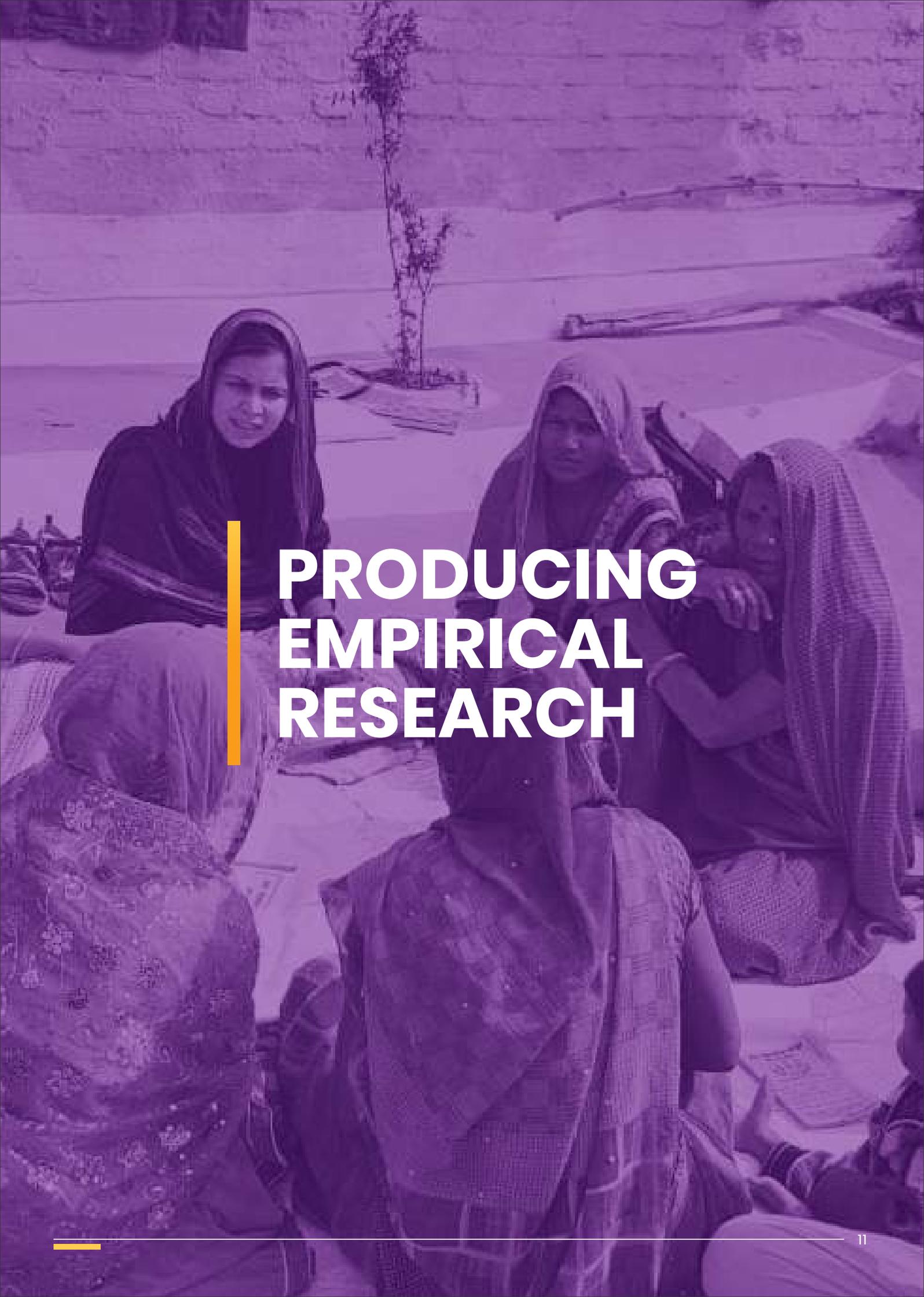
ACKNOWLEDGEMENTS

We are grateful to the following organizations for financial support in the year 2019–20:

- Ford Foundation
- Heinrich Böll Foundation (HBF)
- WIEGO Limited
- Wipro Cares
- EASACT – External Affairs Spouses Association Charitable Trust
- Bill and Melinda Gates Foundation (BMGF)
- American Jewish World Service (AJWS)
- IMAGO Global Grassroots
- UTTHAN
- UNICEF
- UNFPA

We gratefully acknowledge donations in kind and cash from the following during 2019–20:

- Delhi Police
- Asmita Joshi



PRODUCING EMPIRICAL RESEARCH

ISST has received a grant from the Bill and Melinda Gates foundation (BMGF) toward the end of 2017-18, for a four-year project titled 'Creating Momentum for Gender Transformative Programming and Advancing Gender Equity'. This project aims to enhance the understanding and capacities of a gender integrated approach in a range of policy and programme areas through building capacities and assessing existing policies

In the year 2019-2020, several short-term research projects have been developed centering on women's work in the informal economy, and policy approaches to enhance opportunities and enable economic empowerment.

a | Ensuring decent work in the domestic work sector



The project - '**Ensuring Decent Work in the Domestic Work Sector**' conducted a **gender responsive evaluation of the Maids' Company**'. The Maids' Company was set up by Gauri Singh in 2011 in Gurgaon as a social enterprise with the motto 'service, not servants', aimed at providing capable and reliable domestic housekeeping services, while attempting a paradigm shift towards 'professionalization' of the labour of domestic workers. The findings of the study gave way to some crucial insights.

The company adopted a number of innovations and gender responsive strategies during different phases of its

operation, with an attempt being made to keep in mind the realities of women workers. For instance, a woman community-based social mobiliser was appointed in the target area of intervention, helping to build trust and expand recruitment among local women by an 'insider'. Recognizing constraints on women's time and mobility to attend long classroom-based trainings, innovations such as 'Dekho Seekho'—a digital skill-learning platform—was developed by The Maids' Company that contained videos on cooking, housekeeping and soft skills, and was accessible to workers on their phones at any location.

Given the traditionally entrenched feudal dynamics in the domestic work sector, a critical contribution of The Maids' Company was in mediating the worker-employer relationship, especially in a scenario where domestic workers are entering into contractual labour arrangements. From the point of view of workers, The Maids' Company provided membership of an informal collective for representation, voice, collective bargaining, and third-party mediation with clients by facilitating dialogue and tripartism, diffusing tension in employment relations, building capacities of workers to 'handle' employers, and protecting workers from client malpractices. From the point of view of clients, The Maids' Company was able to extend much-needed professional support in settling grievances and in dispute resolution with maids. Going forward, it is imperative to recognize the need for such an intermediary entity in the domestic work sector, to bridge the power imbalance between clients and domestic workers, besides deriving legitimacy from the forthcoming Draft National Policy on Domestic Workers, both for ensuring standard setting in the domestic work sector as well as for regulating placement agencies and actors.

b

An exploratory study on women workers in the gig economy in india

In recent years, the Indian labor market has seen a shift from the traditional work setting to an online-based economy which has opened newer domains of work for women. The assumption underlying the gig economy is that the flexibility of time and work would increase female economic participation, allowing them more time to balance between domestic chores and paid work. On the other hand, lack of social security, workers' rights and increased precariousness poses a challenge to the women workers.

This study explores the position of women in the application and platform-based economy focusing on traditional work (domestic work, beauty service) and non-traditional work (delivery service and cab driving). Since many of these gig companies are heavily concentrated in and around metropolitan cities due to greater demand, the research is based in three major cities - Delhi NCR, Bangalore and Mumbai.

The objective of this study is to capture the experience of women working on gig platforms, highlighting the conditions of work, their role within the structure, and intersectionalities of age, caste, marital status, religion, etc. The study also tries to understand the perspectives of a large range of actors such as service providers, trainers, company representatives, unions, organizations and policy level officials from a gendered lens. Composition and operation within each sector along with a comparative analysis of commonalities and differences among all four sectors is also explored.

The project inception workshop for the study was held on 16 August 2019 with a select group of persons, to discuss the research ideas, sample and methodology. A research consultant was hired in October 2019. The research tools in the form of interview schedule were designed for each of the sectors under study. A set of questions were also designed for service providers, unions, trainers, etc., and the questions were asked as per the role of the respondent.

Since November 2019, around 50 companies and service providers were approached for the data collection. In February 2020, during a field-trip to Bangalore, the decision was taken to collaborate with Stree Jagruti Samiti (SJS) for data collection with mainly beauty workers and delivery girls in Bangalore. In March 2020, one-day training on data collection was organized for the SJS staff. So far, in-depth qualitative interviews have been collected from various actors and respondents, and these recordings have been simultaneously transcribed and translated for analysis.

c

Tentative title: 'An Evaluative Study to Assess the Impact of Full day childcare and Afterschool care to children on Women's Economic Empowerment'

The project 'An Evaluative Study to Assess the Impact of Full day childcare and Afterschool care to children on Women's Economic Empowerment' aims to study long standing models of full day childcare and afterschool care, to assess whether along with having an impact on child's growth, development and learning, it also has an impact on mother's ability to make choices, manage and take on paid work opportunities.

The project would have three phases. In the first phase, the existing research studies will be collated to develop a Synthesis Report on understanding the need for full day child care facilities and afterschool care facilities, specifically in the context of marginalized families. An evaluative methodology will be developed to assess some of the long-standing models of full day childcare and afterschool care facilities existing in India. A pilot evaluation of any one model of child care facility and one model of afterschool facility will be conducted to test the methodology, and according to the experience and learning, the methodology will be revised.

In the second phase, existing full day child care facilities and afterschool care facilities will be contacted to request their permission for conducting evaluations. Models for evaluation will be chosen on the basis of ownership, target group, years of existence, methods followed, and facilities provided. The evaluations will be conducted followed by analysis of data and report writing. In the third phase, on the basis of evaluations conducted, non-negotiables for a full day childcare and afterschool care will be identified, and guiding principles for setting up such models with aforementioned non-negotiables will be developed. A costing exercise will be taken up to assess the total cost of setting up childcare and afterschool care models on the basis of criteria developed by the study.

The project is currently in the first phase. First drafts of the synthesis reports have been prepared and it has been decided that Outcome Harvesting will be used as an evaluative methodology for the study.

However, due to the current COVID-19 situation which restricts mobility, a date for conducting pilot study to test the methodology cannot be fixed at the moment. As and when the situation eases, a child care facility and an afterschool care will be identified for the pilot, and ISST will contact the facilities to seek permission.

d | Development of Curriculum on 'Women and Work'

ISST's initiative to develop a curriculum on 'Women and work' is an attempt to understand the trajectory of women's work in the larger discourse of economy as well as to reflect on how research and data can be critically used to teach, show and question the presence and absence (inclusion and exclusion) of the women worker in the economy. **More on this in the section on Building Capacities.**

Some other study proposals were also developed under this project to be initiated during this year. However, due to the onset of the COVID-19 pandemic and the subsequent lockdown, these have been shelved for the time being, and will be taken up again once the pandemic eases. These are:

i. Tentative title of the project: An Exploratory Analysis of Women's Work: Insights from Primary Survey in Delhi

This study proposes to analyze the factors that aid or impede women workers to participate in the labour market through extensive household surveys in two districts of Delhi. The ISST team shared the initial concept note and the methodology with a group of experts in a workshop on 25 November 2019 to receive further comments and sharpen the objective of the study. The survey tool was revised after that based upon the comments received at the workshop, and the team finalized two districts – North East and South West district – for the proposed survey. A pilot study to test the survey tool will be initiated once the COVID-19 pandemic eases.

ii. Understanding rights of women workers in the face of urban resettlement

This study aims to understand the rights of women workers in the context of urban resettlement. As it is contended, that women's lives and livelihoods are at much greater risks as they face specific vulnerabilities during displacement and resettlement, this study seeks to evaluate these risks and vulnerabilities, while estimating the costs, both tangible and intangible, borne by women in terms of lost income, decreased economic choices, and opportunities, and several other intangible changes to their lives. Moreover, it aims to unpack the ways in which the experience of eviction and urban displacement opens up the conceptual compartmentalization of "private", "public", "home" "workspace" and "city spaces". Work will start on the study once the pandemic eases.

“Enabling Adolescents for Realizing the Aspirations of Adolescent Girls” supported by AJWS



The project titled 'Creating an Enabling Environment for Realizing the Aspirations of Adolescent Girls from Urban Slum Settlements' was initiated by ISST in December 2017 at its community centre, Saathi, in Kalyanpuri (East Delhi), with funding support from the American Jewish World Service (AJWS). This action research project has provided ISST with the opportunity to focus on the growth and development of adolescent girls and boys, especially by promoting an enabling environment for realizing their aspirations. With an increasing number of children and activities in the project, another centre was opened in May 2019, not very far from the Saathi centre. The children named the centre '**Yuva Saathi Centre**'.

Towards the end of the first phase of the project, a gender youth mela or fair was held on 8 June, which became a huge success in the community. The Mela

titled 'Aao Charcha Karein' (Come Let's Discuss) was an invitation to the community from the children of Yuva Saathi Centre to the community in and around Kalyanpuri, to dialogue with the youth, to exchange perspectives and ideas particularly from a gender sensitive framework. The preparation for the Mela was a collaborative effort between children, some parents and staff members led by the adolescent children of the Yuva Saathi centre. Gender sensitive games were designed; street plays were performed in five blocks of Kalyanpuri to invite the community; and individual and group stage performances were put in order. A job fair for the youth was also held at the Mela venue with support from ETASHA society, a not-for-profit society. The children of the Yuva Saathi Centre displayed confidence, leadership, creativity, energy, initiative and the ability to work together as a team to manage a public program on a theme that was very dear to their hearts. Before the end of the first phase in July 2019, a one-day trip to Agra was also conducted with the adolescents that made them extremely happy and gave them confidence to step out of their homes and regular routine.

August 2019 marked the beginning of the second phase of the project. Regular sessions were conducted on understanding the different ways in which gender affects our lives, and its intersectionalities with various other

dimensions. Sessions around masculinity, identity, sexuality, LGBTQ rights, and emotional and mental well-being were organized and discussed on a regular basis. Apart from other regular sessions, sessions were also conducted on sexual abuse of minors, particularly in the context of Protection of Children from Sexual offences Act, 2012. The session on POCSO encouraged adolescents to initiate the discussion around sexual abuse at homes and in the society. Additionally, spoken English sessions were held through discussions on current affairs, case studies and stories, as well as their course syllabus. The focus was to provide them with the skills to understand the language and the ability to frame sentences in English with confidence.

The second phase of the project introduced the use of art to enhance life skills, encourage reflection and critical analysis, and the ability to express their gender sensitive analysis using non-threatening media like **comics workshop, community radio workshop, and theatre**. Sessions on comics were organized in three phases, where a group of 13 children completed the training and moved from being trainees to being trainers. This process involved training in story writing and telling, script writing, and expressing these through the use of comics. Adolescent trainers have taken their learning to their communities and homes. Particularly inspiring was their initiative to hold training sessions with primary school children in nearby government primary schools. A couple of adolescents have expressed their interest in pursuing comics as their career. The community radio workshop was conducted with 25 adolescents and was quite an intensive experience that helped children to learn new skills particularly in story writing, voice recording, and editing for a community radio program. The idea was to engage them in talking about social issues and spread awareness in their communities through the use of radio. The workshop helped them in articulating stories and enhanced their communication skills. It has also enhanced the confidence level of participants who were school dropouts to speak in front of others.

The use of **'theatre of the oppressed'** has been an on-going process to understand and become aware of self and surroundings. Sessions were conducted on understanding forum theatre; image exercises and several imagination building games were also used. Theatre has been performed by the children in the inner lanes of Kalyanpuri. Here, comics were also displayed alongside the performance of theatre. The theatre group also performed during the international ECOI festival held at the India Habitat Centre in February 2020, on the topic of gender and how patriarchy operates through different structures. This not only helped adolescents to gain confidence, but also increased their interest to do more such performances.

One of the major highlights of the second phase was the inclusion of school dropouts to the centre. This was achieved through frequent community visits and establishing contact with families of school drop-outs. At present, 16 school dropouts are accessing the Yuva Saathi Centre to participate in sessions aimed at enhancing their literacy levels and retain their interest in studies, which would eventually help them to reconnect to the formal education system. Books and gender sensitive study material developed by Nirantar are being used for the school-dropout adolescent group.

The staff members conducted frequent community visits to ensure the regularity of the children at the centre; to know the challenges that they might face; and, to connect with the families in the community. The community visits focused on understanding the background of the adolescents, their challenges, and to bridge inter-generational gaps between them and their families. The interaction in this period has been done at multiple levels, with the parents of the children, schoolteachers, community members and other organizations who have been engaged in similar nature of work. At present, 55 adolescents are regular participants at the Yuva Saathi Centre in the age group of 12 to 18, and three participants are a couple of years above 18. Except for 16 school dropouts, the rest of the children are pursuing their education. In terms of gender, there are 26 girls and 29 boys respectively that are enrolled at the centre.

Sustaining Power for Women's Rights in South Asia (SuPWR)

Sustaining Power for Women's Rights in South Asia (SuPWR) is a qualitative research project to analyze the strategies and processes of women's movements in South Asia, in the face of backlash from regressive social, political, and economic forces. The study aims to generate empirical understanding on strategies and processes of women's movements, when faced with backlash and counter-attacks. For this, specific women's movements in the domain of family, community, market and the state will be identified in India, Bangladesh, Pakistan, and Nepal respectively, and studied longitudinally using a gendered political economy analysis framework to capture normative and institutional change processes that the women's movements undergo.

The study will further strengthen the understanding of women's struggles across disciplines and enrich the feminist socialist analysis of contemporary women's struggles across countries. The qualitative methodology will involve over a four-year engagement with the movement and include study tools such as document analysis, stakeholder interviews, event cataloguing, movement diaries, oral life histories, reflective workshops, and FGDs.

As part of pre-project activities, an inception workshop was organized in Sri Lanka from 24 to 28 February, 2020 by IDS. The objective of the inception workshop was to kick-start the project by inviting participation from all country partners, and two representatives from the Country Representative Group (CRG). Researchers from ISST also participated in the workshop.

IDS Sussex has received the funding from the Economic and Social Research Council, UK, for this research. ISST along with IDS will be leading the India chapter under this project.

Qualitative Study on Sustainability of SHGs (SOS) under the National Rural Livelihoods Mission (NRLM): supported by IMAGO Global Grassroots, Washington DC

ISST, in collaboration with IMAGO Global Grassroots, a Washington DC based organization, and PRADAN, undertook a qualitative study to understand the sustainability of SHGs (SOS) under the National Rural Livelihoods Mission (NRLM). The precursor to this study was a large-scale quantitative impact evaluation, carried out by 3ie that surveyed over 5,000 SHGs and 27,000 households across nine states in India, to evaluate NRLM's impact on households and women's socio-economic and human development outcomes. Despite the large-scale survey, the results were not conclusive on the program's impact on women's empowerment indicators. The 3ie survey also observed that there were quite a few SHGs across different states going defunct.

The aim of the study was to explore the reason behind the functionality and non-functionality of SHGs at the programmatic level, on one hand, and individual, household, and community level, on the other. The Study was located in three villages of the Guna district in Madhya Pradesh. Based on the linkage status, the year of formation, and the functionality status, three broad groups of CLFs/SHGs were selected. 6 SHGs in two blocks and three villages were purposively selected based upon the sample provided by 3ie quantitative data. The

sampling included key respondents and stakeholders categorized into 6 groups, namely: 1. SHG members (non-functional as well as functional SHGs) 2. Village Organizations (VO) 3. Panchayat members 4. Cluster Level Federation (CLF) 5. Office bearers of the State Rural Livelihood Mission (SRLM) both at district and block level, the senior staff members at the bank linked with SRLM, and the staff of the independently functioning Micro-finance Institutes (MFI) and 6. Snowball respondents. A total of 90 interviews and at least 6 Focused Group Discussions were conducted. An ISST team constituting of ISST staff members, external consultants and one PRADAN member, was constituted and data collection was carried out in Guna, MP, from 11-20 December 2019.

ISST transcribed and translated all the interviews and FGDs over a period of 2 months. By the end of February 2020, an exhaustive report based on the field impressions of the researchers involved in the data collection, along with all the extensive data, was shared with IMAGO and PRADAN. ISST, IMAGO and Pradhan held a workshop at Pradhan's office to discuss the initial findings from the data collection.

Analyzing Social Protection Policies & Programmes from the Perspective of Domestic Workers: Supported by WIEGO

This qualitative study attempted to highlight WIEGO's understanding that risk and protection is multi-dimensional, incorporating an analysis of work (occupation, employment status, place of work), gender, and stage in the life cycle. This study was conducted in three countries in South Asia: India, Nepal, and Bangladesh. For the purpose of the study, primary qualitative data was collected in all the three countries through interviews and FGDs from IDWF partners (six in India and one each in Nepal and Bangladesh), domestic workers, government officials, ministers in the labour, other similar groups, and NGOs. The outputs of the study comprised of the following:

→ **India: six case studies:**

- NDWM, Bihar (Bihar Domestic Workers Union)
- NDWM, Nagaland (All Nagaland Domestic Workers Union)
- NDWM, Tamil Nadu (Tamil Nadu Veetuvelai Thozhilalargal Sangam)
- SEWA, Kerala
- SEWA Bharat, Delhi
- SEWA, Madhya Pradesh

→ **National working papers: India, Nepal (HUN), and Bangladesh (NDWWU)**

Safety Audit of public spaces in 11 villages of Gujarat: UTTHAN Gujarat

Utthan Trust, an organization in Ahmedabad, which works with vulnerable communities across Gujarat, approached ISST in April 2019 to collaborate on a project on 'Designing a safety audit of rural spaces', to be conducted across 11 villages in four districts of Gujarat: Dahod, Mahisagar Amreli and Bhavnagar. For the purpose of this study, ISST assisted UTTHAN with the design of the data collection tools: quantitative survey, qualitative interview schedule, and toolkit for participatory tools. All the tools were further translated in Gujarati.



The draft tools were used for training of data collection enumerators (from Utthan) in Ahmedabad between 27-28 June 2019, followed by a quick pilot of the same. The tools were finalized based on the feedback for the training and the pilot.

A photograph of three women in traditional Indian attire, likely saris, working on a large, patterned textile. They are seated and focused on their work. The image is overlaid with a purple gradient and a white text box. A vertical orange bar is positioned to the left of the text.

PROMOTING DIALOGUE AND DEBATE

Following the pattern of previous years, Institute of Social Studies Trust (ISST) – in association with the Heinrich Boll Stiftung – organized Gender and Economic Policy forums for the year 2019 as well. This year three forums were held in the months of May, August and November. The following table encloses brief detail on all the three discussion forums:

| Forum | Date & Venue | Topic | Panelists |
|---------------------------|--|---|--|
| 29 th Forum | 13 May 2019 10:00 am to 1:00 pm followed by lunch; Magnolia Hall, India Habitat Centre | <i>Who weaves: The Gender Question in the Handloom Industry</i> | Chair: Ratna M. Sudarshan (Member, Board of Trustees, Institute of Social Studies Trust) Bhabesh Hazarika (NIPFP) D. Narasimha Rao (Independent Consultant, and Policy Expert) Sanchita Mitra (SEWA Bharat) Sumitra Ghose (Rangсутra) |
| 30 th Forum | 8 August 2019 10:00 am to 1:00 pm followed by lunch; Juniper Hall, India Habitat Centre | <i>Gender Concerns and Representation of Women</i> | Chair: Sanjay Kumar (Centre for Studies of Developing Societies) Gilles Verniers (Trivedi Centre for Political Data, Ashoka University) Nishtha Satyam (UN Women) Tara Krishnaswamy (Shakti) |
| 31 st Forum | 8 November 2019 10:00 am to 1:00 pm followed by lunch; Magnolia Hall, India Habitat Centre | <i>Women in Tourism: Unpacking the Entrepreneurship and Livelihood Prospects.</i> | Chair: Deepa Krishnan (Founder, Magical Tours of India) S. Meera (Indian Institute of Travel and Tourism Management, Nellore) Navpreet Arora (Fun on Streets, Kolkata) Chinmayi Sarma (Jamia Millia Islamia University) Ritu (Freelance Researcher & Consultant) |





The twenty-ninth Discussion Forum on **“Who Weaves: The Gender Question in the Handloom Industry”** was held on 13 May 2019, attempted to focus on the diverse aspects of how the policies are organized in the country for the handloom sector, and how that affects the women that are engaged in it. The session highlighted some of the field experiences and successes of women handloom workers, while also bringing out the deficiencies in terms of policy interventions and gender biasness observed in defining work in the handloom sector. The discussion also brought in the role of cooperatives in skilling and improving the work for women in the sector, while also bringing recognition to the same. For more, see <https://in.boell.org/sites/default/files/2020-03/Who%20weaves%20%20The%20gender%20question%20in%20the%20Handloom%20industry.pdf>

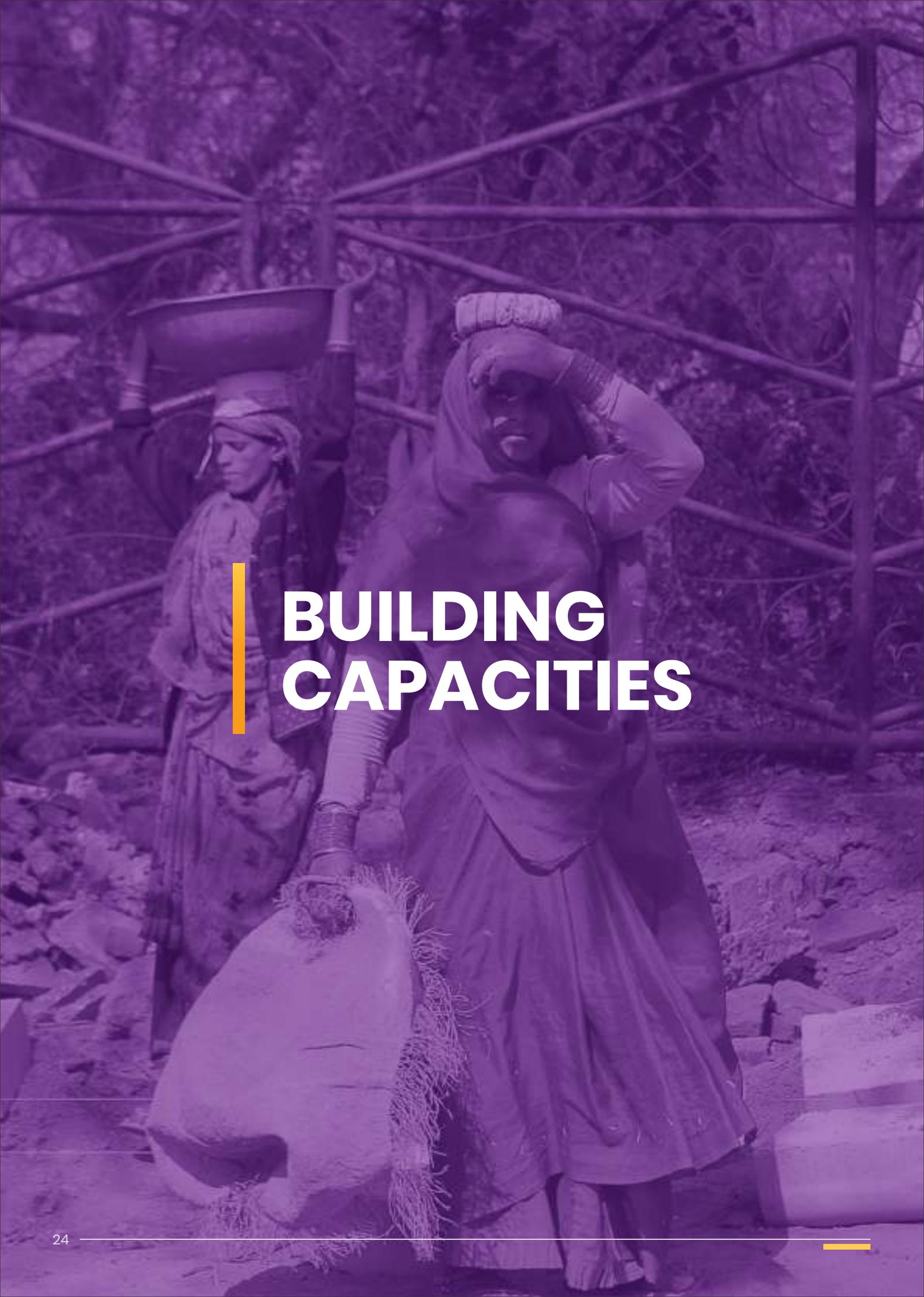
The thirtieth Discussion Forum on **“Gender Concerns and Representation of women in General Elections”** was held on 8 August 2019. This session, not only attempted to understand the gender complexities in the male dominated profession, but also explored the reasons behind the inadequate number of women in the political system of India. The speakers highlighted some key observations on the basis of their analysis of the 2019 Lok Sabha General elections, which were supported by an understanding of the gender-specific societal patterns, actions, and gestures, in the current political scenario. For more, see <https://in.boell.org/sites/default/files/202003/Gender%20and%20economic%20policy%20discussion%20forum%20XX%20Gender%20concerns%20and%20representation%20of%20women%20in%20general%20elections.pdf>

The last forum for the year i.e. the thirty-first forum, on **“Women in Tourism: Unpacking the Entrepreneurship and Livelihood Prospects”** was held on 8 November, 2019. The session attempted to understand the complexities of women’s role in the tourism sector, and the opportunities available for them. The panelists, other than bringing out the stories of women from the tourism industry, also highlighted the gender-related concerns in eco-tourism as well as urban tourism, the necessary policy interventions, and the needs to move towards non-exploitative sustainable tourism. For more, please follow <https://in.boell.org/en/2013/10/29/gender-and-economic-policy-discussion-forum>



Under the BMGF project, the following workshops/ seminars were organized during the year 2019-20.

- A two-day workshop on “Informal Workers and Child Care in Cities: Identifying Needs and Challenges” was organized on 25th and 26th April 2019. Five different sessions were used to talk about the context, voices from the field, experience of field organizations, understanding locational issues, the Delhi Master Plan, child care and effectiveness of using decentralization and community participation as a tool to provision child care support.
- A one-day workshop, “Discussion on Women in Economy”, was organized on 25th November 2019. The research findings of the study - ‘Ensuring Decent Work in the Domestic Work Sector: A Gender Responsive Evaluation of the Maids’ Company’ were presented. The presentation was followed by discussion on the proposed studies - “Re-Thinking Women’s Work: An Analysis of Determinants behind Low Women Labour Force Participation in Delhi”, and “Assessing Cost of Providing Quality Full-Day Childcare Facility to Households Belonging to Marginalized Communities”.
- On 19th February 2020, a seminar was organized on “Measuring Women’s Economic Empowerment- Exploring New Methodologies”. A presentation on ‘Ethnographic Time- Use Survey to study Social Reproduction and Depletion’ by Prof. Shirin Rai, University of Warwick, was followed by further discussions on current ISST methodologies and tools.



BUILDING CAPACITIES

Development of Curriculum on 'Women and Work'

Under the BMGF project, a curriculum on 'Women and work' is currently in the process of development. This curriculum aims to build perspective and provide conceptual tools to participants to understand, and critically analyze the social, political, and policy dimensions of debates surrounding the issues of women, labour and work. It would also help activists and practitioners in the field, who are working on questions of gender justice and equality, to reflect afresh on their work experience and strategies. It would communicate key ideas and learnings arising from research, training, and advocacy work done by ISST over the past four decades. The curriculum would help trace the histories of concepts, struggles and breakthroughs that have been critical to the creation of feminist knowledge in designing policy inventions, redefining norms and initiating legal reforms. Patriarchy, sexuality, caste-class-religion, state and market economy has shaped women's lives and identities, and has over time defined the norms that form the basis of the sexual division of labour, and the nature of work that women undertake. These five thematics form the core around which the content, materials, and exercises in this course will be developed.

The four-broad areas of inquiry here will be: a) The gendered division of labour 2) the public-private dichotomy and its historical evolution 3) the productive-reproductive work distinction 4) women's body as a resource.

The curriculum is being developed largely for the development sector professionals and in implementation organizations working in the area of gender, economy, women's work, and data around women and work, with some form of direct engagement with women at the grassroots. The goal is to demonstrate how the process of knowledge building is inherently a political project; how it is tied to the struggle for change; and, how collaborations and advocacy, therefore, lie at the very heart of any feminist understanding of our world or any attempt to make it better.



The curriculum team is a group of researchers facilitated by an external consultant experienced in curriculum building, where the team continuously goes back and forth on the existing research and literature on various thematics under women and work. The exercise involves thrashing out existing ideas, literature, and creating frameworks that can be taught, writing background notes on building these frameworks in simpler yet a critical vocabulary, and curating pedagogical resources and ideas that can be used for the curriculum.

With the current pandemic situation, the discussions are around shifting the mode of the curriculum from a face-to-face workshop to an online platform. This requires the rethinking of transacting the curriculum in the best possible way and in the most impactful form. The question of the pandemic on livelihoods and women's work is being introduced, and how does a pandemic affect women's life. Questions around conceptual skills- that development practitioners and researchers can acquire during this time- are discussions that are continuing with potential stakeholders and organizations in the sector.

Online Course on Gender Transformative Evaluations

The **capacity building initiative** of ISST in Gender Transformative Evaluations, which was launched in the year 2016-17, with support from the Ford Foundation, saw progress onto the next phase of the project during this year.

The third iteration of the course was launched on 4 August 2019 for 10 weeks (closing on 13 October 2019). For this iteration, applications were invited from those who had minimum 10 years of experience (including evaluation), based on the decision taken by the course conveners, and the ISST team in the Review meeting held on 7 May 2019. At the end of the closing date, 40 applications were received, and the work experience of the applications range from 10 – 28 years with an average of 15 years. The review of the applications followed the same procedure as was adopted in earlier iterations with a slight change, wherein the all applicants had to submit their case studies along with the application form. At the end of the review process, a final list of 25 applicants (18 women and 7 men) was announced. The course schedule is provided below:



- Module 1: Introduction – Week 1-2
- Module 2: Overview of Monitoring and Evaluation in a Project/Programme Cycle – Week 3
- Module 3: Introduction to Evaluative Thinking and Applying Gender Analysis Concepts in Evaluations – Week 4-5
- Module 4: Frameworks for Gender Transformative Evaluations – Week 6
- Module 5: Approaches to Gender Transformative Evaluations – Week 7-8
- Module 6: Indicators, Methods, and tools for Gender Transformative Evaluations – Week 9
- Module 7: Evaluation (Final Course Assignment) – Week 10

The online course was extended till the 27 October 2019, owing to requests from a few participants who wished to complete the course; this extension allowed for a few more participants to submit their final assignment. Eventually, based on the status of completion and the discretion of the mentors' review of final course assignments, 6 participants were rewarded completion certificates, while 3 were awarded a certificate of participation. The pass percentage stood at 36%.



Building Alliances for Gender Transformative Evaluations

A workshop was organized on capacity and alliance building for gender transformative evaluations titled 'Building Alliances for Gender Transformative Evaluations'. The workshop was held on 28-29 November 2019 with a total of around 32 participants. Around 20% of the participants were male. The participants consisted of a mix of members of the alumni of the three iterations of the online course, ECOI members, and Ford Foundation grantees in India and Nepal. Day II also saw participation from the funding community such as Save the Children Foundation of India, Girls not Brides, American Jewish World Services, Oxfam India, etc. The workshop consisted of the following sessions:

- **Overview and value of Gender Transformative Evaluations in India**
 - **Ranjani K. Murthy**, Researcher and Consultant, Gender, Poverty and Development, Chennai; Course convener, online course on Facilitating Gender Transformative Evaluations
- **Theory of Change with a gender transformative lens**
 - **Aniruddh Brahmachari**, Global Monitoring, Evaluation & Learning Officer, Oxfam International Secretariat, New Delhi
- Poster Presentation by the alumni members of the online course on how they have used the learning from the course and applied the concepts in their professional capacities
- **Outcome Harvesting from a gender transformative lens**
 - **Michael Steffens**, Attaché Aid Coordination, Quality, Support and Governance at EU Delegation to the Hashemite Kingdom of Jordan
- **Discussion: Encouraging uptake of Gender Transformative Evaluations in India**
 - **Aparna Uppaluri**, Program Officer, Ford Foundation

EvalFest 2020

EvalFest 2020, a three-day event (February 12-14, 2020) in New Delhi, was conceptualized as a step in the direction of co-producing knowledge and building partnerships with various stakeholders, to ensure that evaluation and evidence are used in decision-making. The overarching theme and learning objective of EvalFest 2020 was Building evidence for achieving SDGs: Digital Development and Inclusion. The sub-themes/tracks which were focused for discussion within this overarching theme were:

1. SDGs: prioritization, building evaluation capabilities, and evidence use
2. Gender and Evaluation
3. Inclusion – social, economic, cultural and behavioral
4. New Frontiers in Evaluation: New knowledge and practice
5. Use of technology in Monitoring and Evaluation

The event adopted a variety of approaches in information sharing like keynotes, panel discussions, roundtables, poster presentations, Innovation Bazaar – a highly novel approach to disseminate innovative evaluation approaches, skits, etc. An important session in EvalFest featured participation of parliamentarians from India, Sri Lanka, and Uganda, deliberating on national evaluation policies.



There were also some landmark sub-events that took place during EvalFest 2020. Two of them were the execution of Memoranda of Understanding between ECOI and SLEvA, and between ECOI and Indonesian Development Evaluation Community (InDEC). Another was the honoring of Dr. Mallika R. Samaranayake for her lifetime contributions to the growth of the evaluation profession in South Asia.

A complete report on EvalFest 2020 is available at:

<http://www.ecoionline.com/assets/uploads/2020/07/EvalFest-2020-Final-Report.pdf>

(EvalFest 2020 was organized by the Evaluation Community of India (ECOI). Institute of Social Studies Trust acts as the secretariat of this informal community. However, ECOI is already recognized by the International Organization for Cooperation in Evaluation (IOCE). The organization of EvalFest 2020 was supported by UNICEF, UNDP, UNFPA, APEA, EvalYouth, JPAL, SLEvA, GCF - IEO, IEO-GEF, OXFAM, CMS, ISST, IOCE, CLEAR, 3ie, Niti Consulting, among others.)



KNOWLEDGE SHARING

The ISST library and Documentation Centre

The ISST library and Documentation centre was started in 1984 with the aim of providing information and documentation support to scholars, researchers, planners and development agencies. The library was revamped digitally in accordance with on-going research priorities. The library continues to evolve and gain expertise in digital collection, management, open access and other emerging technologies to meet the information needs of the staff, and to support learning and research. The library is open to all and ISST offers a bibliography-based search service.

Refining Digital Repository

ISST library continues to enlarge its Digital repository of digital content including research reports, publications, working papers, monographs and annual reports. It is made publicly accessible and acts as a storehouse of knowledge to researchers, policy makers, and readers across the globe.

- Online Bibliographic Service of ISST categorizes different subjects of gender studies and is used as a reference resource by the Researchers for their respective projects. It is available on the below mentioned link <http://182.71.188.10:8080/jspui/handle/123456789/944>
- Archival database has been created in DSPACE to store all the Newspaper clippings shared with the Weekly Newspaper Clippings and CAS Service. It is available on the below mentioned link <http://182.71.188.10:8080/jspui/handle/123456789/895>
- Depository has been created in DSPACE as “Other Institutional Publications Repository” to retrieve the significant information and reports from various organizations available in the Public Domain (without any copyright issues) <http://182.71.188.10:8080/jspui/handle/123456789/1220>

ISST's digital repository is updated with latest versions frequently and is made accessible to prolific readers linked to the ISST website.

Koha – Open source Module for Automation of Library Resources

- Library collection has focused on various subjects like Women's Employment, Feminism, Informal Workers, Early and Child Marriage, Sexuality, Disabilities, Dalits, Women's Health, Migration, Women's Status, and Violence against women. A Bibliographical database is created for all the Library Resources using Koha (Open Source Software).
- It can be accessed through the LAN and Web-based OPAC. Barcode label is affixed in the book, enabling speedy issue and return of library books and other documents.

Koha, an open source integrated library system along with DSPACE, a knowledge repository of the library resources, is implemented in the soft form for simplifying storage and faster retrieval of documents in ISST's digital library.

Proliferation of Important Gender related Media News

- The library floated Op-Ed Services (Newspaper Clippings and CAS) for our ISST Researchers, Trustees and Feminist Groups. It assists in bringing up some latest and interesting informative articles from Newspapers & Journals for reading at the convenience of their desktops. CAS includes some recent publications by every week.
- It was well received and acclaimed by the people included in the mailing list. Additional option is also given to outsiders for inclusion in the mailing list of new Op-Ed services.
- The digital archive of Weekly Op-Ed Newspaper services is also stored in DSPACE for reference. The Cataloguing module enables the library staff to capture details of all library items, and the Circulation module fully automates borrowing, and item management integrating with the OPAC.

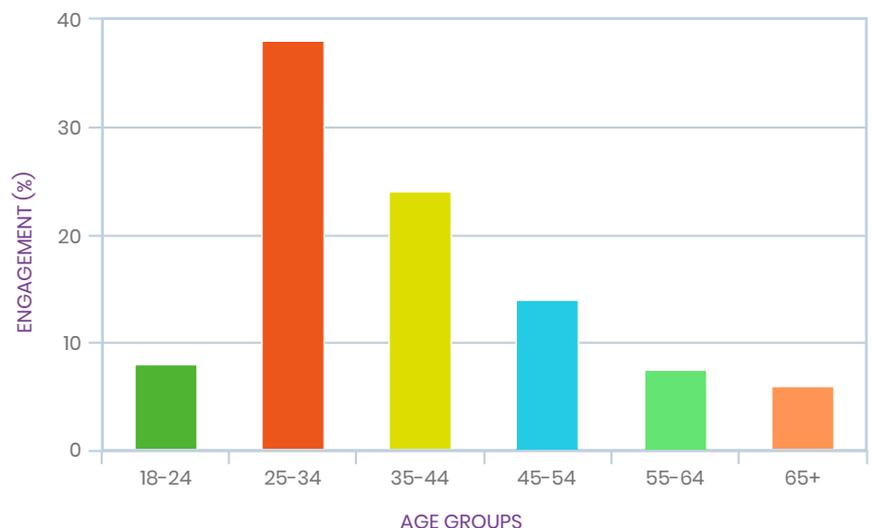
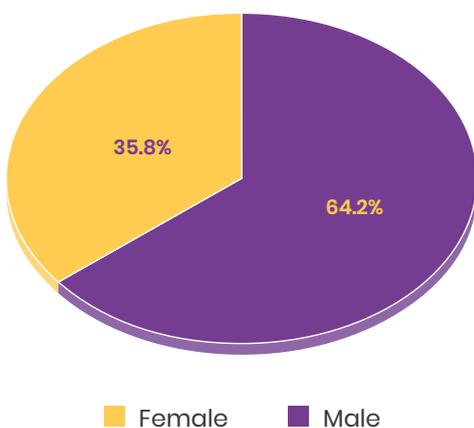
The ISST Library also networks with other Gender-based organizations for knowledge and resource sharing. The focus in the coming years will be on rolling out the library's service supporting open access, implementing new systems for digital preservation, and facilitating easy access to research data. The ISST Library services will be guided and driven by information needs of its research faculty and other library users.

The Gender and Evaluation International Online Community under BMGF

ISST also hosts an **international online community on gender & evaluation** at <https://gendereval.ning.com/>. The aim is to promote and share experiences related to using gender and equity lens in evaluation. This community of practice also serves as a knowledge sharing hub for Eval Partner's initiative of Eval Gender+.

Through BMGF support, this Gender & Evaluation online community aims to strengthen the capacity of members, and improve their knowledge and practice on gender and equity lens in Evaluation.

During the year 2019-2020, 510 new members joined the community. If we look at the composition of members, the community has 65% of members who are female. Google analytics indicate that 64% of female members were active during this period.



Unlike last year, when the age group of 35-44 years showed the highest participation, this year members in the age group 25-34 years were most active in the community. In terms of geographical location, the five top countries which were most active were US, India, UK, Canada, and Kenya. Anglophones continue to post the most, followed by French and Spanish speakers. 33% participants accessed the online platform through their phones with 19% being Android users.

We had 48 blogs, 37 discussions, and information about 271 events posted in the past year. Last year the community participants were able to look at different evaluation methodologies and tools from feminist lens. For instance, blog writer – Barbara Klugman explores ways in which Outcome harvesting methodology can incorporate feminist lens “What is feminist about Outcome harvesting?”

<https://gendereval.ning.com/profiles/blogs/what-is-feminist-about-outcome-harvesting>

The community members were quick to respond to COVID-19 and virtual way of working. In March we had two blogs in which members shared how to facilitate the Theory of Change process online. Similarly, discussion on VOPEs (Volunteer Organizations for Professional Evaluation) and gender responsive and promote gender responsive evaluation elicited several responses.

Members have been appreciative of the community conversations and content. Some members recently have suggested reorganization of the section on vacancies and opportunities.



It is difficult to find a community that is both technical and focused on gender. I also appreciate having a conversation about international evaluation that is grounded in feminist principles. I appreciate the concrete tools, guidance, and reading recommendations provided. This is the 'home' I always recommend post consultancies, and I love feeling updated about opportunities in the gender and evaluation community.

List of Publications

Paid work, unpaid care work and women's empowerment in Nepal, Contemporary South Asia, 27:4, 471(2019)- 485, DOI: 10.1080/09584935.2019.1687646

 Authors

**Anvesha Ghosh and
Deepta Chopra**

"A Comparative Gendered Evaluation of Public Employment Schemes in Rural India", in Emerging Evaluation Experiences Way Forward for Achieving Sustainable Development Goals edited by Aniruddha Brahmachari, New Delhi, ISBN Number: 978-93-89719-45-1, February 2020

 Author

Shiney Chakraborty

Where are Indian women if not in the workforce, The Wire, 19 April 2019, Available at: <https://thewire.in/women/women-india-workforce-unpaid-labour>

 Author

Shiney Chakraborty

What does the periodic Labour force survey tell us?, The Wire, 23 June 2019, Available at: <https://thewire.in/labour/periodic-labour-force-survey-data-employment>

 Author

Shiney Chakraborty

The distressing situation of women entrepreneurs in India, The Wire, 29 June 2019, Available at: <https://thewire.in/labour/the-distressing-situation-of-women-entrepreneurs-in-india>

 Author

Shiney Chakraborty

Why are so few Delhi Women Participating in the Workforce?, The Wire, 07 September, Available at: <https://thewire.in/labour/why-are-so-few-delhi-women-participating-in-the-workforce>

 Author

Shiney Chakraborty

What Work Choices are Indian Women making and Why?, The Wire, 8 June 2019, Available at: <https://thewire.in/women/indian-women-work-care-informal-sector>

 Authors

Monika Banerjee

“Solidarity at the crossroads: struggles and transformations of domestic workers in Kerala” (forthcoming in Christine Verschuur, Isabelle Guérin, Isabelle Hillenkamp (eds.) Work, social reproduction and democracy: Latin America and India (to be published by Palgrave Macmillan 2020)

 Author

Rajib Nandi

A Multitude of Challenges Facing Women Home-Based Workers in Delhi, The Wire, May 09, 2019, Available at: <https://thewire.in/labour/women-home-based-workers-delhi>

 Author

Rajib Nandi, Ayesha Datta & Gurpreet Kaur

Presentation and Participation in Workshop/ Seminars

Presented at the EAEPE Conference held in Warsaw, Poland in the Unpaid Work category: 12-14 September 2019: “I am Constantly Juggling Between Caring for My Children and Breaking Stones for a Living”: Challenges Faced by Women in Balancing Paid and Unpaid Work in India and Nepal

 Presenter

Anweshaa Ghosh

Panelist on YEE session during EvalFest 2020. Presented paper titled, “The Power of Young and Emerging Evaluators for Future of Evaluation”, 13 February 2020

 Presenter

Anweshaa Ghosh

Panelist at the 61st ISLE Conference and made presentation on CRÈCHES AND WOMEN’S ECONOMIC PARTICIPATION (Organized by IWWAGE) – 7-9 December 2019 at Punjabi University, Patiala, Punjab

 Presenter

Monika Banerjee

Panelist at the international workshop on Educational Transformations and Societal Change in Liberalizing India held between 9-11 January 2020 at the School of Arts and Sciences, Ahmedabad University. Workshop was organized in collaboration by Ahmedabad University, Tata Institute of Social Sciences, Rutgers University (Graduate School of Education) and the Centre for Budget and Policy Studies and was funded by the Spencer Foundation

 Presenter

Monika Banerjee

Panelist at "Gender Transformative Evaluation: Importance of Resources and Training. In the seminar "Gender Responsive Evaluation", organized by The Sri Lanka Evaluation Association and UNICEF on 19 July 2019. Colombo, Sri Lanka.

 Presenter

Rajib Nandi

Chaired a panel on "Workers' Narratives" in WIEGO Focal Cities Delhi Learning Meet on 24 Feb 2020 at Hotel Lemon Tree, Delhi.

 Presenter

Rajib Nandi



Other Milestones



Rajib Nandi received a fellowship from The Federal Ministry of Economic Cooperation and Development (BMZ) Germany, to participate in a two-week International Programme for Development Evaluation Training (IPDET) in 22 July 2019 to 2 Aug 2020, organized by the University of Bern in association with the Independent Evaluation Group, World Bank and the Centre for Evaluation, Saarland University, Germany. The International Program for Development Evaluation Training (IPDET) is a globally recognized and respected player in advanced training in the field of evaluation. The courses and workshops are tailored to the needs of professionals who commission, manage, practice or use evaluations.



Shiney Chakraborty has been nominated as Global Labor Organization (GLO) Fellow in the month of March 2019. The link to her profile is: https://glabor.org/fellows/?search_d17e5=Shiney%20Chakraborty. The Global Labor Organization (GLO) is an independent, non-partisan and non-governmental organization that functions as an international network and virtual platform to stimulate global research, debate and collaboration. It is supported by individuals with a thematic interest and a strong ambition to contribute to an effective global network and to benefit from it.



Since January 2020, Shiney Chakraborty has been regularly reviewing papers for the International Labour Review, a peer-reviewed multidisciplinary journal of international scope in labour and employment studies. Established in 1921, by decision of the ILO Governing Body, it is published quarterly in English, French and Spanish, and administered by the ILO Research Department.



In October 2019, F3E, an organization based in France and involved in capacity building of organizations in Europe, invited Rituu B Nanda to Paris as keynote speaker to present on transformative evaluation.



SAATHI COMMUNITY CENTRE



Saathi Centre's mission is to promote responsible citizenship among children, youth and women belonging to disadvantaged groups through information, education, and dialogue in order to achieve equality and promote lives of autonomy and dignity. Therefore, ISST's community outreach programme seeks to engage with individuals and communities through holistic education, awareness-raising, and skill-building activities in order to enable them to better understand their environment, make them take best possible decisions for the using their resources to enhance quality of life for themselves, their families and community. The programme's main focus has been the empowerment of young people through an "Information, Education and Dialogue" approach. The specific objectives are: (i) education for all (ii) income generation activities (iii) community development and (iv) cultural events. The purpose of this objective is to develop and maintain the interest among children towards education using innovating methods. This is done with a broader aim of 'Right to Education' for all, in support of the Government of India's Sarva Shiksha Abhiyan to achieve Universalization of Elementary Education (UEE).

Bachpan Programme: An Educational Programme for the Young Children from underprivileged Communities supported by WIPRO CARES

The first phase of the Bachpan programme at ISST Saathi centre completed its three years in January 2020. It has been granted an extension of three more years (w.e.f: 1 Feb 2020) by the funder. However, certain new components have been added to the programme. These are: (i) mobile library of the community and (ii) to appoint one more person to take care of the children with special needs and early childhood education. Under the programme, the young children between age groups of 4 and 15 years are provided support in School

Education. The focus of the programme is building character and personality. Help is also provided in school admission, readmission of school dropouts, and admissions in private schools under 25% free ship quota.

The activities of the Bachpan programme have continued with the focus on facilitating the re-entry of dropouts (both boys and girls) to school from the last twelve years. This programme has supported the young children with special needs through its innovative approach to education, which focuses on learning through play and songs, concentration exercises, yoga and meditation. The programme provides counselling services not only to children but also parents. Another essential component of this programme is advocacy-based focus on the better implementation of the Right to Education. This part of the programme involves the filing of RTI applications targeted at MCD schools, not only to get admissions for children of the area, but also to improve infrastructural facilities in the schools, such as toilets and drinking water, parks and public places, etc.

Some of the regular activities that took place under the Bachpan programme last year are as following:

- a. Remedial education for school-going children.
- b. Assisting dropouts to re-enter into the school.
- c. Identifying children with special needs and facilitating integrated schooling for them to prevent isolation or discrimination.
- d. Development of holistic behavior is facilitated by enhancing reading and writing skills and art and craft exercises.
- e. Cultural Activities like theatre, self-defense, comic making, story & poem writing were organized as means for personality development.
- f. Two days in a week are reserved for the children to play different outdoor and indoor games such as badminton, volleyball, kho-kho, kabaddi, carrom board, ludo and other indigenous games.
- g. Life-skill training was conducted once every two months. The topics included anger management, emotion management, peer pressure, self-esteem, gender sensitization and reproductive health.
- h. Health camps and cleanliness and pollution drives were conducted to create awareness about tuberculosis, sexual abuse, menstrual hygiene, etc.
- i. A total of 236 students-105 girls and 131 boys were provided support for school education over the course of the past year.

Youth Resource Centre supported by EASACT



The Youth Resource Centre is an essential component of the community outreach programme of ISST's Saathi Centre. It has been a key feature of the outreach programme, which has the primary objective of enhancing the employability of young people in Kalyanpuri and the neighbouring areas. To achieve the objectives of ISST, Saathi Centre conducts computer and English speaking integrated six months course and short-term vocational courses for youth and adolescents of the community and surrounding areas.

Along with one vocational course, two six-month integrated Computer and English courses were conducted at the Youth Resource Centre from May 2019 to October 2019 and November 2019 to April 2020. Students who had passed out from Class 10 were eligible to join. 68 students completed this course in October 2019 and 50 students are yet to complete the April course due to the Coronavirus pandemic.

31 students (11 boys, 20 girls) participated in an eight-week Photoshop workshop conducted from 4 September 2019 to 8 November 2019.

Two life skill workshops were organized for the youth in the month of August 2019 and February 2020 on the topics RTI, friendship, gender sensitization and career opportunity.

The SAATHI Centre Library



The SAATHI Centre library has collected and procured books that are in high demand among the children. The membership of the library has crossed over **700**, including many children who are not directly enrolled with the SAATHI programmes.

Community Help Desk



Community meetings and mass awareness are conducted, wherein topics such as domestic violence is discussed. During the course of other activities, some children are recognized as falling into drug addiction or smoking habits, and with the help of parents, these children are assisted according to their needs. **321 people** visited the community help desk for various work like complaints, certificates, admission and other enquiries.

A detailed sketch of all the activities that took place at the centre during 2019-2020 are elaborated in the table below:

| Name of Activity | Theme / Topic | Highlights |
|---------------------|--|---|
| Bachpan program | Remedial classes Group-A- 81 (Boys-36/Girls-45) Group-B- 73 (Boys-48/Girls-25) Group-C- 122 (Boys-64/Girls-58) | Two batches: Morning batch (9:30am to 12:00pm) for boys. Evening batch (2:00pm to 4:30pm) for girls. Informal and remedial subject wise classes conducted for the students covering all subjects. Alternate methods for teaching: stories, poems, theatre, books, puzzles, sports, group discussions and other innovative techniques. |
| Monthly activity | Balmanch | Group A: Topics covered: Sports, Making compost from household organic waste. Group-B: Topics covered: Importance of environment "we & our environment", Reclaiming space. Group-C: Topics covered: Bal-Sangat, Mobile Library. |
| Library | Library | 47 new registrations during the year. |
| Community help desk | Community help desk | 321 people visited at community help desk for various work like complaints, certificates, admission and other enquiries. |
| | Admission (NIOS, regular school, EWS) | 67 admission done in different schools and NIOS. |
| | RTIs & appeal | 35 RTIs & 2 Appeals filed during the year. |
| Summer camp | | This year the summer camp started from 15 May 2019 and ended on 27 June 2019. A programme organized to wind up the camp on 27 June 2019 from 11:00am to 2:00pm. Children presented dance performances & a street play. Also displayed things made by them during the summer camp. |

| Name of Activity | Theme / Topic | Highlights |
|--|--|---|
| Health fair | Say no to single use plastic and POCSO | <p>Health fair organized on 19 January-2020 from 11:00 am to 2:00pm.</p> <p>The theme of the health fair was “POCSO” and “Say no to single use plastic”.</p> <p>275 children and their parents and other community members participated in health fair.</p> |
| Staff & volunteers strengthening workshops | <p>Report writing</p> <p>Community mobilization</p> | <p>Two staff and volunteers strengthening workshops organized.</p> <p>After the workshops, reporting & planning formats were prepared.</p> <p>The workshop on community mobilization has helped to improve the community development work.</p> |
| Life skill workshops | <p>Friendship</p> <p>Self-recognition</p> <p>Gender sensitization & leadership</p> | <p>Three life skills workshops organized.</p> <p>After taking a training from “Art sparks” a workshop on self-recognition was organized for the children where they identified themselves from the help of art.</p> |
| Exposure trip | Lohagarh farms Gurugram | <p>An exposure trip was organized for “Lohagarh Farms” Gurgaon on 6 December 2019. It is situated in Aravali hills. The place helped children touch base with their traditional and culture roots</p> |
| Other activities | POCSO & Comics making, Disadvantages of plastic | <p>Different sessions had been organized for the children and youth on different levels.</p> <p>Through the POCSO session children and youth could know about the POCSO Act 2012.</p> <p>During the session of comics children made comics on social issues like: eve-teasing, alcohol, parks etc.</p> <p>During the session on disadvantages of plastic use cloth bags were distributed among the children and parents and plastic bags were banned in Saathi Centre to reduce the use of plastic.</p> |

| Name of Activity | Theme / Topic | Highlights |
|------------------|---------------------------------|--|
| | Theatre and cultural activities | ISST Saathi Centre always tries to involve the CWSN children & the children who feel shy or hesitate in the theatre and cultural activities to give them a space to express their emotions and thoughts and give-up the hesitation. |
| | Collaboration with other NGOs | <p>Children film society, Gandhi darshan took session with the children of Saathi Centre on different topics & themes.</p> <p>Saathi Centre took sessions with the children of other Local NGOs and worked in community development program.</p> |

Success Stories

Reclaiming Spaces

ISST Saathi Centre was working on reclaiming spaces from last one year under the Balmanch activity. The Sant Nirankari park in the Kalyanpuri area was targeted in August 2019. The park was very dirty and encroached by some anti-social elements. There was no space for children to play and so they engaged in playing games on mobile phones. During the Balmanch activities, a strategy was applied. Group B and group C started activities in the park. Group C's topic was mobile library. They read and played together and took part in other activities of the mobile library. Group B was busy in visits and meeting with parents and area counsellor. Children of ISST Saathi Centre put in lots of efforts by paying regular visits and meeting community members. After a year's efforts finally, the park was claimed in January 2020, and is being cleaned and readied for the children to play.

A Dancer in making: Jeetu



Jeetu lives in slum area of Kalyanpuri 18 block. She joined the Saathi Centre at the age of 13. Her father is an alcoholic and is unemployed. Her mother and elder brother support the family. Jeetu was in class 8th when she joined the Saathi centre and completed her studies with the support of Saathi centre. Jeetu's dancing talent was identified during cultural activities of Saathi centre. While her family and society were against her dancing career, the Saathi centre supported her. Saathi centre linked her with AMMT, an organization which handled the expenses of her dancing classes provided counselling to the family especially to her mother.

Presently at age of 20, she is a dance teacher in BANSTHALI PUBLIC SCHOOL, NOIDA. She is continuing her practice and wants to become a great dancer.

An Opportunity to learn Software Development: Rinky and Shanti

Rinky and Shanti are students of Saathi Centre and been part of ISST for a long time. Recently, ISST linked them with Magic Bus, an NGO, from where they got an opportunity to appear for an entrance exam of "NAV GURUKUL", which is also an NGO that facilitates the children of underprivileged communities. Both the girls cleared the written test and interview rounds and got a chance to attend one year free of cost training in software development in Bengaluru. Both were extremely happy as they accelerated their career graph and joined the training program. This really is a proud moment for Saathi Centre.

Summary Financial Statement 2019-2020

Summary Statement Annual Income and Expenditure as on 31.03.2020

| Particulars | Financial Year 2019-2020 (Rs. in Thousand) | Financial Year 2018-2019 (Rs. in Thousand) |
|---|--|--|
| Income | | |
| Interest Income | 1,510.00 | 1,892.00 |
| Donations & contributions | 110.00 | 120.00 |
| Other Income | 73.00 | 92.00 |
| Overhead Charges | 1,641.00 | 1,489.00 |
| Project Grant | 23,087.00 | 18,460.00 |
| | | |
| Total | 26,421.00 | 22,053.00 |
| Expenditure | | |
| Administrative Expenses | 1,863.00 | 2,866.00 |
| Project Expenditure | 23,087.00 | 18,460.00 |
| Property Expenses | 631.00 | 1,322.00 |
| Trustee Meeting Expenses | 76.00 | 132.00 |
| | | |
| Total | 25,657.00 | 22,780.00 |
| Excess of Expenditure over Income: 2019-20 | 764.00 | (727.00) |

Summary Balance Sheet

| Particulars | Financial Year 2019-2020 (Rs. in Thousand) | Financial Year 2018-2019 (Rs. in Thousand) |
|---|--|--|
| Application of Funds | | |
| Fixed Assets | 2,685.00 | 2,761.00 |
| Investment | 21,800.00 | 28,050.00 |
| Current Assets | 29,671.00 | 2,622.00 |
| | | |
| Total | 54,156.00 | 33,433.00 |
| Sources of Funds | | |
| Balance as per Income and Expenditure A/c | 2,285.00 | 1,521.00 |
| Endowment Fund | 21,800.00 | 21,448.00 |
| Building Fund | 534.00 | 594.00 |
| Fixed Assets Fund | 2,151.00 | 2,168.00 |
| Current Liabilities | 380.00 | 99.00 |
| Project Fund Balance | 27,006.00 | 7,603.00 |
| | | |
| Total | 54,156.00 | 33,433.00 |

*Auditors:

Thakur Vaidyanath Aiyar & Co., Chartered Accountants,
221-223, Deen Dayal Upadhyay Marg, New Delhi - 110002.

ISST Board of Trustees

(as of March 31, 2020)

Ms. Sarojini G Thakur, Chairperson

IAS (Retd.)

Dr. Sharada Jain, Member

Eminent Educationist, Jaipur

Professor A. Vaidyanathan, Member

Former Member, Planning Commission of India

Professor Gita Sen, Member

Former Professor, IIM, Bangalore

Ms. Padma Ramachandran, Member

Former Vice Chancellor, M.S. University of Baroda, Vadodara

Professor Nirmala Banerjee, Member

Former Professor, Centre for Studies in Social Sciences (CSSS), Kolkata

Ms. Kameshwari Jandhyala, Member

ERU Consultants Pvt. Ltd.

Ms. Ratna Sudarshan, Member

Former Director, Institute of Social Studies Trust (ISST), New Delhi

Professor Ashwini Despande, Member

Professor, Ashoka University, Sonapat

Professor Peter Ronald DeSouza, Member

Professor, Centre for the Study of Developing Societies, New Delhi

ISST Team

(as of March 31, 2020)



Delhi Office:

Rajib Nandi, Research Fellow and Office-in-Charge

Monika Banerjee, Research Fellow

Rituu B. Nanda, Project Consultant

Mubashira Zaidi, Research Analyst

Anweshaa Ghosh, Research Analyst

Shiney Chakraborty, Research Analyst

Ayesha Datta, Research Associate

Gurpreet Kaur, Research Consultant

Risha Ramachandran, Research Consultant

Ashmeet Kaur, Research Consultant

Ahana Chakrabarti, Research Consultant

Monika Sharma, Research Consultant

Abhishek Sekharan, Research Consultant

Akila Ramesh, Librarian

Nitin Shukla, Accountant

Kamalika Mukhopadhyay, Programme Manager

Sultan Singh, Senior Administrator

Mohan Singh, Administrative Assistant

ISST Saathi Centre, Delhi:

Kamlesh Gaur, Coordinator

Sunder Lal, Community Programme Assistant

Sarita, Bachpan Coordinator

Rajeev Kumar, Field Coordinator

Ivanka Vaish, Peer Educator

Sneha Jha, Project Consultant

Anindya Kalra, Junior Project Consultant

Kavita, Project Consultant

Vandana, Project Consultant



List of Interns and Volunteers

| Sr. No. | Name | Name of institute | Period |
|---------|--------------------|---|-------------------------------|
| 1. | Pooja (Volunteer) | Graduate - IGNOU | January 2019 to November 2020 |
| 2. | Aarti (Volunteer) | BA (Final Year) - DU | August 2019 to March 2020 |
| 3. | Sanju (Volunteer) | BA (2nd Year) - DU | August 2019 to October 2019 |
| 4. | Jaya (Volunteer) | MSW - IGNOU | August 2019 to February 2020 |
| 5. | Saloni (Volunteer) | BCom (2 nd year) - DU | August 2019 to September 2019 |
| 6. | Shanti (Volunteer) | BCom (Final Year) - DU | August 2019 to September 2019 |
| 7. | Anjali (Volunteer) | BA (Final Year) - IGNOU | August 2019 to date |
| 8. | Sayad | BSW 2 nd Year - Ambedkar College | August 2019 to February 2020 |
| 9. | Abhishek | BSW 1 st Year - Ambedkar College | August 2019 to February 2020 |
| 10. | Jaffin | BSW 3 rd Year - Ambedkar College | August 2019 to February 2020 |



**INSPIRING
POLICY CHANGE
THROUGH
SOCIAL RESEARCH**





Institute of Social Studies Trust

U.G. Floor, Core 6A
India Habitat Centre
Lodhi Road, New Delhi 110 003
INDIA

Tel: +91-11-4768 2222
Fax: +91-11-4768 2220

www.isstindia.org