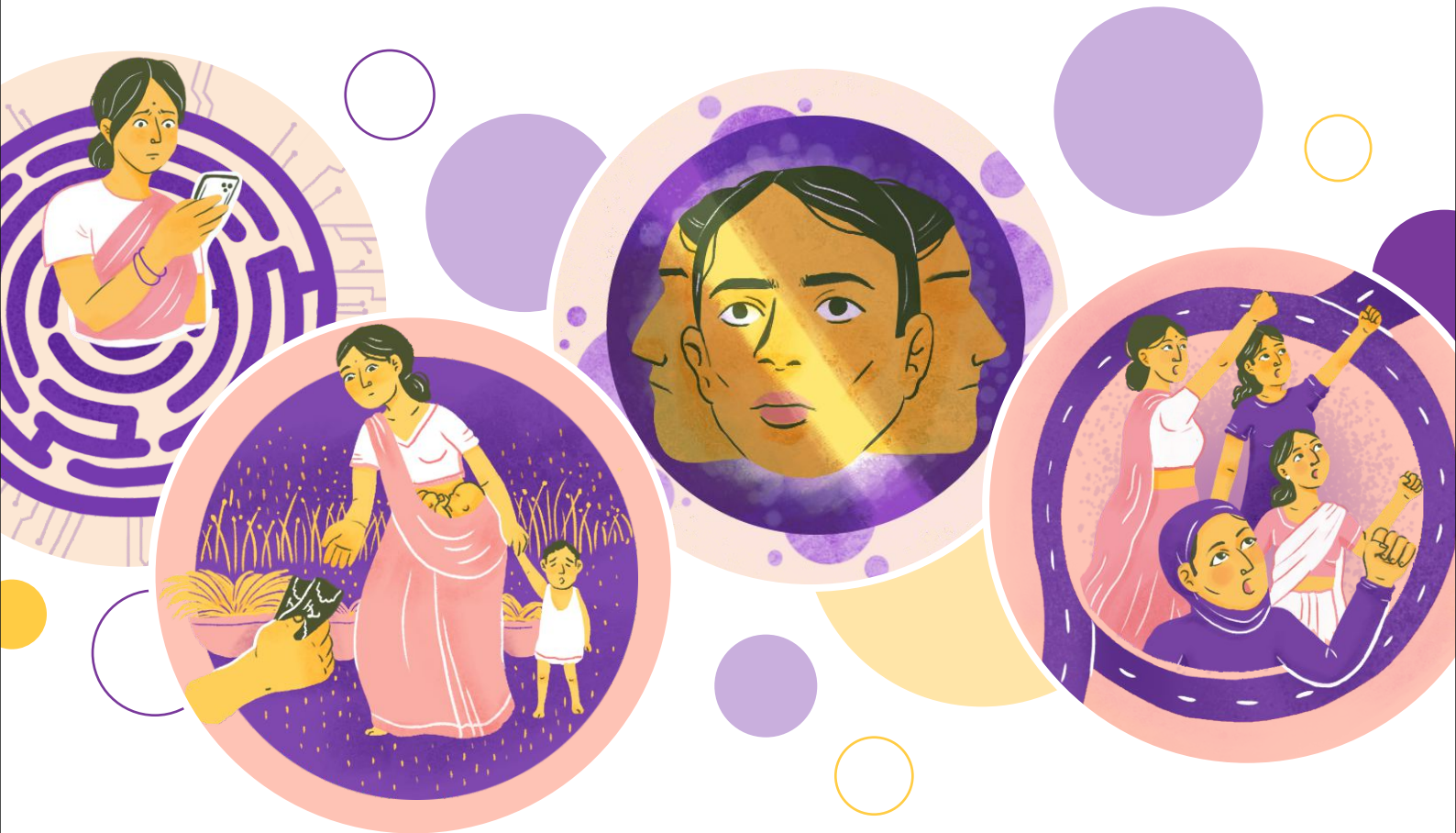




Institute of Social Studies Trust

ANNUAL REPORT 2022-23





Institute of Social Studies Trust



AN OVERVIEW OF ISST

The Institute of Social Studies Trust (ISST) is a nonprofit organisation that was established as a charitable trust in 1980. Over the last forty plus years, ISST has been consistently working towards bringing social change with focus on livelihoods, work, and well-being of vulnerable communities in India.

ISST attempts to bring to the centre stage and address gendered dimensions of labour through a critical public-spirited inquiry and a gender transformative approach necessary to build a just and equitable society, especially on issues concerning women, children and other marginalised communities.

ISST pursues this mission through its four programmes - research, evaluation, capacity building, and community outreach. With a significant portion of the funding allocated to the first three, ISST is currently engaged in various micro studies that capture 'women and work' across multiple intersectionalities. These studies contextualise informal work and economy, pastoral work, farming, collectivisation, and childcare provisioning. Moreover, ISST is committed to introducing a 'gender transformative approach' to a larger audience of evaluators, aiming for a gender-equitable society through its courses and the international 'Gender and Evaluation Community'. The community development programmes, targeting children, adolescents, and women are executed through its two centres – the Saathi Centre and the Yuva Saathi Centre – located in the Kalyanpuri neighbourhood of East Delhi. The centres strive to promote the values of constitution and 'Behtar Nagarik' (Better Citizen) through various programmatic elements and activities, appropriating the gender transformative approach.

OUR DONORS



CONTENT

Chairperson's Message

06

Director's Overview

08

Focus Areas

10

Our Work

- a. Research
- b. Community Outreach
- c. Evaluation
- d. Capacity Building

14

Engagement and Dissemination

- a. Workshops and Seminars
by ISST
- b. External Presentations
- c. Library @ ISST
- d. Publications
- e. Multimedia Resources

37

Team Engagement

- a. BUILD Meetings
- b. Joint Saathi Centre Meetings
- c. Quarterly Research Meetings

43

Organisational Overview

- a. Governance
 - i. Board of Trustees
- b. Annual Meetings
 - i. Board Meetings
 - ii. Academic Planning Committee Meetings (APC)
 - iii. Financial and Administrative Committee Meetings (FAC)

- c. Our Team
- d. POSH
- e. Financial Summary

46



MESSAGE FROM THE CHAIRPERSON

For ISST, 2022-23 represented a journey defined by resilience and a strong sense of purpose. As the world gradually returned to familiar rhythms after the tumultuous phase of the COVID-19 pandemic, our organisation stood strong, demonstrating a remarkable ability to navigate the unprecedented situation we found ourselves in. Thanks to the unwavering support from committed donors and the team's tireless efforts, we strategically managed all our areas of work - research, capacity building, evaluation, and community outreach - adapting to post-COVID ways of working. We also devoted time to defining, in broad terms, ways of working for the future.

This year, the ISST team has published three significant research studies. The first explored the intricate bond between pastoral women and their surrounding ecosystems, while the second investigated the lives of women engaged in non-traditional livelihoods, examining how skilling programmes contribute to their empowerment. The third scrutinised the role of non-state relief efforts amidst the COVID-19 lockdown in Delhi. These studies embody the essence of ISST's culture - a commitment to exploring topics of contemporary relevance.

Our capacity building courses have garnered significant interest lately. The 'Women and Work: Making it Count' course, whose central focus is on understanding the pivotal role of women's work in the economy, utilising research and data critically to explore, demonstrate and question the presence and absence of women workers, was initially held online due to COVID restrictions. Last year, we successfully conducted this course in an offline setting as a nine-day residential programme in Delhi. Additionally, ISST continued its commitment to empowering professionals in the evaluation sector through the online course, "Facilitating Gender Transformative Evaluations."



Our 40th year has been a milestone, marked not just by reflection but also by planning for the future. We plan to showcase our work in innovative ways next year, inviting everyone to witness the impact we have made.

The past year also witnessed our active involvement in crucial evaluation projects, from understanding the impact of school closures on children's mental health to partnering with organisations working with home-based workers across South Asia to develop a framework for monitoring, evaluation, and learning.

Our commitment to nurturing young minds remained steadfast through our Saathi and Yuva Saathi centres, aiming to empower children and adolescents to chase their dreams and realise their potential.

Our 40th year has been a milestone, marked not just by reflection but also by planning for the future. As we step into the future, our focus is sharper. Four key themes will be guiding our path for the next few years: Gender-based Violence and Work, Informality, Precarious Work and Care, Gender and Digitality, and Movement Building and Claims Making. Through these themes, we aim to consolidate our efforts, building upon the rich tapestry of experiences and knowledge from our previous endeavours. We plan to showcase our work in innovative ways next year, inviting everyone to witness the impact we have made.

As we present this annual report, I extend my heartfelt gratitude to all our donors for their continuing support, and the faith and trust reposed in ISST. This includes the Bill and Melinda Gates Foundation (BMGF) for their support to the project 'Creating Momentum and Evidence for Gender Transformative Programming and Policies' through which we conducted several research studies; the Institute of Development Studies, Sussex, for their support which enabled us to examine the resilience of women's movements facing contemporary challenges in South Asia; and WIEGO, whose contribution to the Delhi Informal Waste Prevention Workers Study is invaluable. The support to our community-based work from the American Jewish World Service (AJWS) through the ongoing grant 'Enabling Environment for Realizing the Aspirations of Adolescent Girls in Slum Settlements in Delhi', and from WIPRO Cares to support our Bachpan programme, enriches the lives of our community children, youth, and women. The Ford Foundation's BUILD grant offers a unique opportunity to strengthen our organisational processes and to critically examine our role in influencing the discourse on gender-based violence through the lens of work. In addition, I would also like to express my gratitude to the Delhi government, whose support helped us to investigate the impact of COVID-19 and school closures on the mental health of students.

Finally, I would like on my behalf and that of all the Trustees to acknowledge and appreciate the remarkable commitment and dedication of the Director and ISST team to their work and express our thanks to partner organisations, collaborators and individuals who steadfastly supported our team throughout this year in achieving commendable project outcomes. I would personally like to thank all the Trustees for their support, dedication, time, and guidance in upholding ISST's organisational values as a vibrant women's organisation.

Ms. Sarojini Ganju Thakur
Chairperson, ISST



DIRECTOR'S OVERVIEW

Although it was initially anticipated that the COVID-19 pandemic would endure for five years, by the end of 2022, much of the world seemed to have reverted to its pre-COVID functioning. However, the pandemic did signal significant changes in the way we defined work, our understanding of care and our recognition of the pressing need to address long-standing issues of poverty, vulnerability, gender inequality, and conflicts. While civil society organisations received acknowledgment for their work, several faced financial strain due to the redirection of developmental aid to deal with pandemic-related challenges.

ISST stood among the few organisations that received committed funds from donors, enabling us to continue our core work and provide relief measures to the communities we serve during the first year of the pandemic. We were also able to conduct research studies emerging from the covid context.

This year, ISST's research studies contributed significantly to broadening our understanding of work and working condition of women in the informal economy, their livelihood challenges, and factors impacting women's economic empowerment. Through these studies, ISST engaged with grassroot organisations, fostering mutual learning and evidence-based knowledge building.

ISST conducted its Community Outreach Programme through its Saathi and Yuva Saathi centres, targeting children aged 3-18 years and adolescents respectively. The key focus of this programme is to build confidence of children and youth, enabling them to realise their aspirations academically or as they step into the workforce.

ISST continued to play a role in building capacity of professionals in the field of evaluation through its online course on Facilitating Gender Transformative



"By year-end, the ISST team had identified four themes to focus on over the next four to five years. Arriving at the themes involved several internal deliberations, both with the senior team and the entire staff."

Evaluations. The course, which is meant for early career professionals, is always heavily oversubscribed and we observe great commitment from the course participants, with nearly 70% of them completing the course requirement. Another capacity building initiative, the perspective building course, “Women and Work – Making it Count”, was launched as ISST completed its 40th year. This year the course transitioned from its online iteration (during covid years) to a nine-day physical session, featuring a diverse cohort of young scholars and practitioners from field-based organisations as well as think tanks, which made for an enriching learning experience.

ISST undertook two evaluation projects: one examining the impact of government school closures in Delhi on the mental and emotional health of children, and the other serving as a Monitoring and Evaluation and Learning Partner for Home Net South Asia across three South Asian countries.

ISST began taking firm steps in developing an action plan that aligned with its renewed statement of purpose, while the team consolidated and finished numerous studies and projects. By year-end, the ISST team had identified four themes to focus on over the next four to five years. Arriving at the themes involved several internal deliberations, both with the senior team and the entire staff. Initially, specific criteria were established to define what would constitute a “theme” for ISST. Each theme had to build upon ISST’s previous work and remain relevant to the current and future discourse on gender and development. Out of the initial nine themes proposed, the team finalised four, as detailed in the section “Focus Areas”.

This year ISST also revamped its website. This process prompted us to ideate on how we convey our work to the external world. It was through this process that we have now organised our work into four programme pillars – Research, Community Outreach, Capacity Building, and Evaluation.

In preparation of celebrating our 40th year, the ISST team started planning for an event with the objective of showcasing our work in creative and accessible ways to a wide audience. The Board of Trustees provided guidance and oversight to ensure the organisation’s governance complied with its legal and programmatic obligations.

We express gratitude to our donors – Bill and Melinda Gates Foundation, Ford Foundation, American Jewish World Service, Wipro Cares, IDS Sussex, EASACT, Home Net South Asia, WIEGO, and Government of NCT of Delhi.

None of our organisation’s work would have been possible without the dedication of ISST team members. The staff handling administration, accounts, communications, and the library play a critical role, not only supporting programme teams but also ensuring the smooth functioning of the organisation through regular office maintenance and digital services. The programme team remains engaged with ongoing debates and developments, striving to maintain relevance and vibrancy in all endeavours.

I invite you to go through the report and eagerly anticipate your continued support.

Dr. Jahnvi Andharia
Director and Research Fellow, ISST

FOCUS AREAS



ISST possesses a rich history of studying women's movements, generating theoretical insights and empirical understanding of the ongoing struggle for women's economic rights. We adopt a collaborative research approach that involves close engagement with grassroots women's movements, supporting the processes of needs-interpretation and claims-making for gender-transformative policies through our research, capacity-building, evaluation, and community outreach efforts. Moving forward, ISST is strategically aligning its work around four key themes which are pivotal in achieving our statement of intent, which is to spotlight and address the gendered dimensions of labour through a critical public-spirited inquiry and a gender-transformative approach, ultimately working towards a just and equitable society.

Below is a brief introduction to each of these themes:



Gender-Based Violence and Work

Gender-based violence (GBV) refers to any type of harm that is perpetrated against a person or group of people because of their factual or perceived sex, gender, sexual orientation and/or gender identity. While physical and sexual violence may leave visible marks on the victims, the psychological, emotional, and economic abuse may often remain hidden.

ISST's intervention focuses on GBV in places of work, which could be inside or outside the house, with a two-fold approach. Firstly, we explore systemic violence beyond its physical aspects, such as limited opportunities, dispossession, invisibility, and symbolic violence perpetuated through media. This approach underscores the significance of studying intersectionality and intergenerational violence. Secondly, by addressing gender-based

violence in workspaces, ISST challenges the artificial distinction between public and private domains, emphasising that violence stems from unequal power dynamics and affects multiple aspects of survivor's lives.

Given that the history of work and expertise of ISST has been primarily focused on women's socio-cultural, political, and work-related vulnerabilities, we will, for now, continue to focus on women but will expand our reach to include trans women in our research, outreach, and intervention.

Informality, Precarious Work and Care

Precarious work is characterised by informality, uncertainty, instability, low wages, and inadequate social benefits for workers. While often seen as a recent trend in the Global North, it has long been associated with informal work and employment in the Global South, worsened by neoliberal policies.

Given this context, understanding the gendered experiences of precarious work becomes crucial, as it holds the potential to exacerbate pre-existing gender inequalities. Women's reproductive work, including unpaid labour and societal reproduction has always been precarious and invisible. This extends to paid domestic and care work, mainly performed by marginalised women. Further, the increased flexibility and insecurity in the labour market have disproportionately affected women, leading to their concentration in inferior, and more precarious work. This persistent insecurity burdens women as they deal with crises like the pandemic, economic upheaval, and climate change.

Against this backdrop, ISST's work aims to explore precarity as both an economic challenge and a threat to life's reproduction. We seek to unpack the experiences and challenges faced by women engaged in precarious work and caregiving roles. Our focus includes an intersectional analysis of women's work force participation, precarious work across different social and geographical contexts, with a heightened impact on specific marginalised groups.



Gender and Digitality

As we know, technology has greatly revolutionised work processes, enhancing efficiency, transparency, accountability, and innovation in various sectors like fintech, edutech, and healthtech, particularly in low- and middle-income economies. However, technology also poses several challenges of inequality, accessibility, ethics, and potential backlash.

Understanding the gender-specific impact of digitalisation is crucial, as it affects individual identity, labour dynamics, culture, and information access. A "gap within the gap" exists, influenced by the intersecting discrimination faced by marginalised groups, including women, people with disabilities, and LGBTIQ+ individuals, who face heightened risks of technological exclusion.

Gender-based violence in digital spaces such as cyberbullying and online pornography forces many women to avoid or limit their online engagement, leading to missed opportunities that could contribute to their well-being.

The 2022 GSMA (The Groupe Speciale Mobile Association) report underscores the gender gap in digital spaces in low- and middle-income countries, with 18% fewer women owning smartphones than men, and a 16% lesser women's mobile internet use compared to men.

Drawing on our expertise in women and work and our understanding of gender diversity, power dynamics, and the evolving work landscape in India, we explore the subject of Gender and Digitality. Our focus is on understanding the gendered experiences of both paid and unpaid labour in digital spaces and address the denial of rights and opportunities for women.

Within this context, several pertinent gender concerns arise, including the platformisation of women's work, barriers to access, and the impact of platformised governance on women's work. Additionally, we examine issues of technology access, internet connectivity, and mobile ownership, gender-based violence in digital spaces, the implications of big data, embodiment, privacy and surveillance and the gendered experiences in technology and digitalisation in the broader "workplace" context.

Movement Building and Claims Making

Social movements unite diverse actors in a process of needs-interpretation and claims-making to advocate for social justice and equity and thereby, challenge discriminatory norms and practices. In this context, feminist women's movements emerge as transformative forces, contesting the subjugation of women within intersecting social divisions such as caste, religion, ethnicity, and class.

Therefore, social movements engage in oppositional discourse representing an alternative vision of a social issue that challenges the hitherto hegemonic and established ways of identifying needs and practices. Further, while a particular issue is framed by the actors involved, the national contexts in terms of state capacity, political legacies, degree of democracy, international discourse and pressure also shape the strategies, priorities, and effectiveness of social movements towards gender-egalitarian policies. On the other hand, diversity within these movements - including actors representing different castes, religions, disabilities, and demographics - ensures representational equity, particularly in a socially stratified nation like India. Thus, social movements can be understood both in terms of internal processes of representation and in terms of their impact in a democratic state.

South Asian women's movements have a rich history of anti-colonial actions, advocating for eradicating violence against women, and pursuing social, economic, political, and civil rights. The dynamic Indian women's movement, once a beacon for nationalism, its claims-making now



incorporates a rights-based and egalitarian approach to advocate change. It encompasses political movements, grassroots initiatives for legal reforms, and NGO-led efforts to address diverse aspects of women's lives. These different strands of the women's movement, reflecting the voices of marginalised women, are important allies in research and programmes for gender-transformative social and policy change.

ISST has historically studied and collaborated with social movements, particularly women's movements, to generate a theoretical and empirical understanding of the perennial struggle for gender-transformative social and policy change, especially in the area of gender and work. The organisation brings an innovative mix of methodologies and interdisciplinary expertise to directly engage with grassroots women's struggles in diverse contexts to understand and leverage the claims-making processes, the needs interpreted and the impact of women's struggles. ISST plans to continue its tradition of engaging and understanding contemporary women's struggles under its programmatic theme, 'Movement Building and Claims Making'.

OUR WORK



RESEARCH



In this section, we delve into the extensive research initiatives undertaken by ISST over the past year with support from the Bill and Melinda Gates Foundation (BMGF), American Jewish World Service (AJWS), Institute of Development Studies (IDS), Ford Foundation, Government of Delhi, Wipro Cares, and Women in Informal Employment: Globalizing and Organising (WIEGO). These projects have not only expanded our understanding of crucial societal issues but have also paved the way for positive change and empowerment for women in various domains.

Name of the study	Thematic focus	Name of collaborating organisations	Location
Creating an enabling environment for realising the aspirations for adolescent girls in slum settlements	<ul style="list-style-type: none"> Gender based violence and work Gender and digitality 	ISST Yuva Saathi Centre	Kalyanpuri, Delhi
Sustaining power women' struggles against contemporary backlash	<ul style="list-style-type: none"> Gender based violence and work Movement building and claims making 	Bharatiya Muslim Mahila Andolan (BMMA), Nyay Samiti of Samarthan Mahila Sanghathan, Community for Social Change and Development, and Kotra Adivasi Sanghathan	Bhavnagar, Gujarat; Udaipur, Rajasthan; Gurgaon, Haryana; Mumbai, Maharashtra

Name of the study	Thematic focus	Name of collaborating organisations	Location
Understanding pastoral women's work: An exploratory study	<ul style="list-style-type: none"> Gender based violence and work Informality, precarious work and care 	Ghumantu Pashupalak Mahasabha	Kangra District, Himachal Pradesh
Beyond the norm: Skilling for women in non-traditional livelihoods in achieving WEE	<ul style="list-style-type: none"> Informality, precarious work and care Movement building and claims making 	Archana Women's Centre; Centre for Youth and Social Development, Jabala Action Research Centre; Azad Foundation and Magic Bus	Kerala, Odisha, West Bengal, Delhi
Gendered impact of tourism on Lives and livelihood: Case study of Khajuraho	<ul style="list-style-type: none"> Informality, precarious work and care 	Equitable Tourism Options (EQUATIONS)	Khajuraho, Madhya Pradesh
Understanding work and identity of women farmers: Role of collectivisation	<ul style="list-style-type: none"> Gender based violence and work Informality, precarious work and care Movement building and claims making 	Mahila Umang Farmers Company; Bharatiya Kisan Union; Prerna Gram Vikas Sanstha, and Rural Environment Development Society.	Ranikhet, Uttarakhand; Zira, Punjab; Yavatmal, Maharashtra; Anantapur, Andhra Pradesh
Compendium: Towards evidence building for childcare provisioning for marginalised communities	<ul style="list-style-type: none"> Informality, precarious work and care 	30 organisations	Across the country
Locating non-state relief work during COVID-19 lockdown in Delhi	<ul style="list-style-type: none"> Gender based violence and work Gender and digitality Movement building and claims making 	MAKAAM, Action India, Manthan Social Society, Basti Suraksha Manch	New Delhi

Name of the study	Thematic focus	Name of collaborating organisations	Location
Unpacking the circular economy: Foregrounding the contributions of workers in the informal economy in Delhi	<ul style="list-style-type: none"> • Informality, precarious work and care 	Basti Suraksha Manch, SEWA Bharat, SEWA Ruaab, Action India	New Delhi
Digitalization at the frontlines: An exploratory study of experiences of ASHAs in Haryana	<ul style="list-style-type: none"> • Informality, precarious work and care, • Gender and digitality • Movement building and claims making 	Asha Workers Trade Union, PRERNA	Sonipat, Haryana

Creating an enabling environment for realizing the aspirations of adolescent girls in slum settlements

The study focuses on understanding the dreams and challenges faced by adolescent girls living in slum settlements. The project explores various forms of violence, encompassing physical, sexual, and psychological aspects, and how these injustices hinder girls' freedom to fulfil their aspirations and achieve overall well-being. Conducted at ISST's Yuva Saathi Centre, this qualitative case study employs in-depth interviews with five adolescent girls, complemented by semi-structured interviews with significant figures in their lives, including family members, peers, teachers, and NGOs. The research aims to identify the factors influencing the girls' lives and offers a foundation for addressing gender-based discrimination against them. Our research team has completed data collection for two of the case studies and is currently working on the third case study. We are in the process of writing the literature review and conceptual framework of the project.

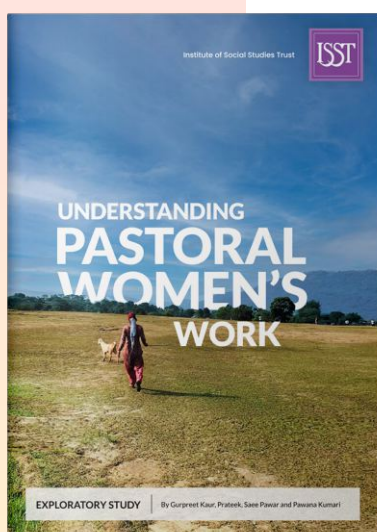
Sustaining Power (SuPWR): Women's struggles against contemporary backlash in South Asia

This project seeks to understand the success factors behind women's movements in South Asia, focusing on how they sustain their influence while countering backlash. The research spans four countries: India, Nepal, Bangladesh, and Pakistan, with ISST leading the research as India partner.

Working closely with women's struggles such as Bharatiya Muslim Mahila Andolan (BMMA), Nyay Samiti of Samarthan Mahila Sanghathan (SMS), Community for Social Change and Development (CSCD), and Kotra Adivasi Sanghathan, we employ diverse research methods, including case-level and national-level gender political and economic analyses (GPEA), panel interviews, oral histories, group discussions, and reflective workshops that incorporates technique from the theatre of the oppressed. Our goal is to explore the challenges these movements face and the strategies they employ to sustain their progress.

During the year, the team completed the first round of data collection process for all four movements. The second round of data collection has been initiated. As part of our dissemination efforts, a short film is currently in production for BMMA's movement for Muslim Women's Rights. Similar audio-visual materials will be created for the remaining three movements in the upcoming year. Additionally, a mega reflective workshop is being planned with all movement partners, country research teams, and IDS researchers to collectively reflect on the issues and strategies in the face of backlash. The country level research teams and researchers at IDS have been in continuous consultations through reflective analysis workshops on the emerging data to identify cross cutting themes for developing research papers.

For more details, visit <https://supwr.org/>



Understanding pastoral women's work: An exploratory study

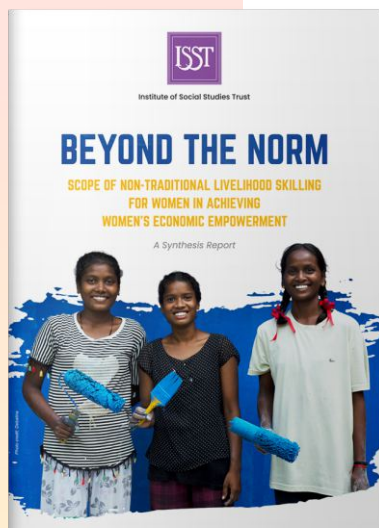
ISST's exploration of pastoral women's lives in Kangra district, Himachal Pradesh, centres around the intricate relationship between these women and the ecosystems they inhabit. This study employs diverse research methods, such as oral histories, in-depth interviews, focused group discussions, and participatory techniques like mobility maps and body maps. Beyond data collection, the research team also actively engaged with the community through workshops, particularly with youth groups, to foster dialogues around gender roles and the future of pastoralism. The final stages of report writing, and design followed a rigorous review process. The study was launched on August 29, 2022, at an event that sparked discussions around pastoral women's work and its implications for the expansion of women's care work to include care involved in maintaining ecological balance in Himachal Pradesh and similar regions.



"It has been a challenge to initiate conversations around pastoral women's labour. Because of this reason we initiated a participatory workshop in the second round of field work, with some pastoral women from Lohardi and Bir. We began with understanding the specific nature of labouring in the life of a pastoral woman as well as the gendered nature of work. It was done through a participatory activity called the 'Labour Stone'. This activity was planned in order to explore the relationship of pastoral women's labour both at home and in migration, so as to open up the peculiarities and the burden of work that women hold, especially with increasing changes and sedentarisation." (Research Team, ISST)

Beyond the Norm: Skilling for women in non-traditional livelihoods

This research project is a collaboration with the Non-Traditional Livelihoods (NTL) network. It aims to understand how skilling programmes in non-traditional livelihoods contribute to women's economic empowerment. It involves eight in-depth case studies across five organisations in four states, including Archana Women's Centre in Kerala, Centre for Youth and Social Development in Odisha, Jabala in West Bengal, and Azad Foundation and Magic Bus in Delhi.



Fieldwork, conducted from January to March 2022, included interviews and data collection to explore the impact of skilling across three phases: pre-skilling, skilling, and post-training market entry. Fieldwork was concluded in June 2022, followed by data analysis using NVIVO software. The synthesis report, including detailed case studies and overall analysis, underwent review by internal and external reviewers, in collaboration with the NTL network.

Additionally, the project produced a film titled “Wind Beneath My Wings” and a comic strip called “Towards Empowerment: Let's Talk Skills”.

To disseminate the findings, ISST organised a regional-level event in Bhubaneswar on December 5, 2022, with support from the Centre for Youth and Social Development (CYSD). Ms. Sulochana Das, the Mayor of Bhubaneswar, attended the event, sharing life lessons from her unconventional career as a politician. A national level dissemination event, ‘Beyond the Norm’ was also organised

in Delhi on December 13, 2022. The report for the study was released at the event followed by a panel discussion and discussion forum. The dissemination event was attended by all NTL Network partners, researchers, academicians, and representatives from relevant government departments. Research outputs were shared on social media platforms to reach a broader audience.



“After watching my interviews, a few people called me inquiring about grass cutting. I have posted about my work on Facebook. Moreover, the Association for Women in Communications (AWC) helped me advertise my work.”

- Leeza, a 48-year-old woman who attended skill trainings on grass cutting and rose to fame through TV interviews.

Understanding work and identity of women farmers: Role of collectivisation

This project aims to unravel the nuances of feminist consciousness in the context of women farmers who are part of collectives. Through this research, which is set in the four states of Uttarakhand, Punjab, Maharashtra, and Andhra Pradesh, ISST delves into the strategies employed by collectives that are working with women farmers to consolidate their identity and agency. After completing the preliminary literature review in 2021-22, the team started the fieldwork in 2022-23. This involved two rounds: the first, aiming to understand the unique challenges and strategies of women farmers in each region, while the second involved delving deeper into feminist consciousness and building the women farmers' identities. ISST aims to synthesise this data and offer a comprehensive analysis of the systemic invisibility and discrimination faced by Indian women farmers and their counteractive collectivisation strategies.



[Read 'Capturing Fields', a photo story by our fellow researcher for our Newsletter (Summer Edition 2022).]



Compendium: Towards evidence building for childcare provisioning for marginalised communities

Recognising the pivotal role of childcare in women's lives and work, ISST embarked on a project to document existing full-day childcare and after-school care services for children from marginalised backgrounds in India. After interviewing 30 organisations providing childcare facilities last year, the team consolidated the information to highlight the crucial support these centres offer to women with young children. The main objective of this compendium is to illuminate the positive impact of full-day childcare on the well-being of both children and mothers.

Alongside the profiles of the organisations interviewed, the team also worked on developing a short film on the subject to highlight the existing provisions and the importance of having these childcare centres to promote women's participation in the workforce.

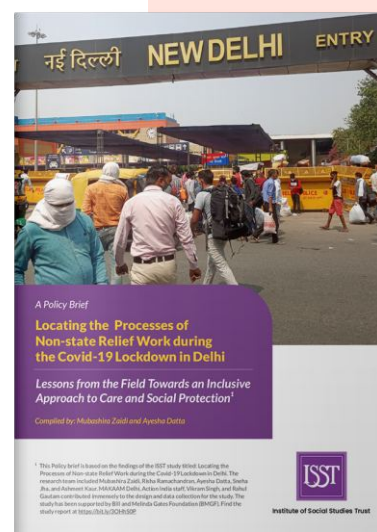
Locating the processes of non-state relief work during COVID-19 lockdown in Delhi

This study, rooted in the concepts of social reproduction and care, examines the crisis tendencies within social reproduction influenced by India's neoliberal capitalist economic model. The study employs a gender-responsive 'intersectionality' framework. Four selected slum communities in Delhi serve as cases, constructed through semi-structured interviews with key actors, including non-state

frontline workers, community leaders, members of the affected population, political representatives, and state agents. In total, 121 interviews were conducted between December 2020 and June 2021.

By unfolding the mechanisms of relief work in slum areas conducted by non-state frontline workers, the study observed that the motivation and conceptualization of care were varied, shaped by gender, socio-cultural norms, and religious backgrounds. Female frontline workers perceived caregiving as a duty, often as an extension of their familial caring responsibilities towards the community. This became more pronounced during the pandemic as women on the frontline had to juggle household responsibilities and navigate COVID-19 risks while extending their care efforts to the community.

The final report has been published and is available on our website. The paper abstracts from the study have been selected for presentation at the BASAS conference, UK, in April 2023, and at the ILO, RDW conference, Geneva in July 2023.



'It would take a lot of time. Sometimes it would take up the whole day. I would leave around 9:30 in the morning and finish by 4 or 5 p.m. We would prepare lists, distribute tokens; from morning to 5, we would be busy. And then when I got free from there at 5, I would come back home and finish the household chores.' (Rashi, Female Front-Line Worker, 2021)





“In an effort to make the study design collaborative and suitable to the context of the slum communities, the local area facilitators were involved in the research study from the stage of conceptualisation. The study was cognizant of researchers’ and facilitators’ biases - the possible effect of researchers and participants sharing their interpretation of information. Regular reflective discussions between the researchers and local facilitators helped ensure that different perspectives were acknowledged with a view to incorporate intersectionalities with gender sensitivity in collecting data and analysis.”

Unpacking the circular economy: Foregrounding the contributions of workers in the informal economy in Delhi



In partnership with WIEGO, ISST conducted a groundbreaking study on informal livelihoods in Delhi's circular economy. By highlighting the substantial contributions of informal workers, including waste pickers, home-based workers, and street vendors, the study sought to prioritise informal livelihoods in discussions promoting a circular economy. It investigated six distinct livelihoods, such as sorting and resale of food grain and spice waste, e-waste dismantling, resale of used household electronic goods, repair and resale of used shoes, knife and scissor sharpening, and recycling used clothes into new products. The research involved qualitative fieldwork in Delhi, including interviews and observations of informal workers, as well as interviews with stakeholders and key informants.

The findings underscore the resourcefulness of informal workers in managing waste and closing material cycles by emphasizing repair, reuse, and upcycling of discarded materials. Despite their positive contributions to the economy and the environment, these informal workers are “invisibilised, “stigmatised” and are under constant threat because of unfavourable legislation. Poor migrant women from marginalised communities were found to be most vulnerable and concentrated in the least paid and most precarious work.

The project lead presented a paper at the 2nd Annual International Migration Conference on "Food (In) Security and Migrants on the Move", organised by the Balsillie School of International Affairs and the International Migration Research Centre (IMRC) in October 2022.

[Read 'Unpacking the Circular Economy: Bringing Informal Livelihoods at the Forefront' from the Newsletter (Winter Edition 2022) to know more about the methodology used for the research study]

Digitalisation at the frontlines: An exploratory study of experiences of ASHAs in Haryana

This study addresses the additional challenges faced by ASHA workers in the wake of the COVID-19 pandemic, highlighting their pivotal role in rural healthcare in India. It investigates the impact of digitisation on their work, mapping the integration of digital innovations into their roles and considering the implications from a feminist intersectional perspective. The study aims to provide a unique bottom-up view of digitalisation in the healthcare sector, shifting the discourse in India to focus on the experiences of frontline female workers. Qualitative methods, including interviews, focus group discussions, and observations, are employed. The fieldwork was conducted in Sonipat district, Haryana, and includes interactions with government health officials and ASHA workers during two phases of research.



[Read 'Glimpse in the World of Solidarity of ASHA Workers' by our fellow researcher in the Newsletter (Winter Edition, 2022)]

Opportunities and limits to empowerment under MP-SRLM: Gendered experiences of SHG women and CRPs in Guna, Madhya Pradesh

This study explores the functioning of Self-Help Groups (SHGs) in rural Madhya Pradesh, focusing specifically on the working conditions of SHG members and Community Resource Persons (CRPs) under the Deendayal Antyodaya Yojana-National Rural Livelihoods Mission (DAY-NRLM) using the lens of intersectionality and empowerment. The study explores the operational concepts of power and choice to understand the exercising of agency of the SHG members and CRPs. This study adopts a qualitative approach for the collection and analysis of primary data. Primary data has been collected in two phases. In the first phase, semi-structured personal interviews were conducted in 2019 (pre-Covid period) in the Guna and Bamori blocks of Guna District, Madhya Pradesh (MP). The second phase of data collection through semi-structured interviews was conducted in June 2021 to



understand the impact of COVID-19 on the lives of SHG members and its stakeholders and to examine the structural support mechanism of State Rural Livelihood Mission (SRLM) for the village women of SHGs in Guna, MP. For the second phase of data collection, interviews were held online on the Zoom platform in order to adhere to the COVID-19 protocols.

The study highlights various challenges confronting SHG members and CRPs, notably gender norms that limit their mobility and authority. Nevertheless, SHGs inspired aspirations among their members, promoting economic independence and encouraging women to venture beyond their households. Exposure to the outside world through their work motivated them to invest in their children's

education, especially their daughters, breaking traditional domestic roles. CRPs' experiences also served as an inspiration, prompting SHG members to negotiate with their families for change. However, rigid caste hierarchies in the area hindered SHG functionality, leading to trust issues, conflicts over leadership, and male kin interference in decision-making.

These research projects indicate ISST's continued commitment to addressing complex societal challenges and promoting women's empowerment, well-being, and equity. The outcomes of these endeavours serve as valuable resources for policymakers, organisations, and communities striving for positive change.



“There were some women who used to taunt, how will she run the group, this, and that. I didn't pay attention to that and thought that I'll run the group and take my village forward. I came forward and gave work to the women of SHG. There is a sewing centre and women are sewing.” (SHG Member, Guna)



COMMUNITY OUTREACH



ISST's community outreach initiative aims to instil constitutional values among future citizens i.e., young children and adolescents residing in the marginalised communities of Kalyanpuri, Trilokpuri, and Khichripur in East Delhi. Over the past two decades, ISST has actively engaged with these communities through its Saathi and Yuva Saathi centres. This work is primarily supported by WIPRO Cares and the American Jewish World Service.



The Saathi Centre runs the Bachpan Programme, an educational initiative for children aged 3 to 15. This programme aims to enhance character development and personality growth, while ensuring school enrolment, re-enrolment of school dropouts and facilitating access to the 25% Economically Weaker Section (EWS) quota in private schools.

Additionally, the Saathi Centre works with the youth to enhance their prospects of employability by supplementing their education with computer literacy, functional English

courses, group discussions, and life skills workshops. These workshops cover topics such as gender sensitisation, Protection of Children from Sexual Offences (POCSO) Act and Prevention of Sexual Harassment (POSH) laws, emotional well-being, career counselling, and social and community responsibilities. Vocational training programmes in various trades are also offered, along with access to a library.

The Yuva Saathi Centre, born more than six years ago, provides a secure space for adolescent boys and girls to express themselves, explore new possibilities, and engage in constructive activities as they equip themselves to step into the adult world. It offers workshops on gender-related topics, guidance on traditional and non-traditional livelihood skills, vocational education, and opportunities to equip adolescents for a brighter future.

Both centres offer help desks with services such as Right to Information (RTI) filing, admissions assistance, form-filling, vaccination information, and counselling for social, emotional, and economic well-being. The ISST Saathi Centre also hosts a community library, providing access to a range of useful books and publications for community members.

Activities at the Saathi Centre and Yuva Saathi Centre

Gender sensitisation training

A two-day residential gender sensitisation training was organised in Himachal Pradesh for 60 adolescent girls from Kalyanpuri. The training's primary objective was to engage these young girls in



discussions on various topics related to gender norms, differentiating between infatuation and love, and the importance of self-love in making informed decisions. It aimed to dispel taboos and misconceptions surrounding mental health that tend to arise during one's formative years, driven by concerns about societal acceptance.

The facilitator led discussions on gender discrimination, with a focus on the patriarchal structure and power dynamics within relationships. Additionally, this gender sensitisation training covered crucial subjects such as sexuality and LGBTQIA+ awareness, introducing adolescents to these concepts to promote respect, dignity, and the creation of safe spaces for self-expression.

Gender training for adolescent boys

A two-day gender training programme was organised for adolescent boys from both Saathi and Yuva Saathi Centres. The sessions aimed to expand their understanding of gender roles. A total of 52 boys attended the training.

As a result of the sessions and the activities conducted, it became evident that these boys had been largely gender insensitive and through these sessions they became aware of the prevailing gender roles and the challenges girls face in their daily lives due to these roles.



Balutsav

ISST's Saathi and Yuva Saathi Centres annually host 'Balutsav' celebration on Children's Day, November 14. This year's event, held on November 13, saw the participation of 263 children. The theme for Balutsav was "Khwahishein" (desires/dreams) and featured a captivating dance performance by women, as well as a thought-provoking play by adolescents advocating against plastic usage. The event included engaging gender-based activities and games, and a unique twist on musical chairs.



“In this year's musical chairs, there was a special rule: all the ten children had to try and hug each other so that they could sit on the nine chairs. The rule was that no child should remain without a chair, or else they would all lose. Through this game, the children learnt that they cannot succeed without helping others to succeed,” - Sarita, Bachpan Coordinator, Saathi Centre.

International Women's Day

To commemorate International Women's Day, the Saathi and Yuva Saathi Centre brought together 110 women from the community for a series of engaging activities. The event's theme, “Kalpana se Haqiqat Tak (from imagination to reality)” beautifully captured the aspirations of women that often remained unfulfilled due to their circumstances. With the dedicated assistance of the Yuva Saathi Centre team, the adolescents took charge of organising the event. The activities featured a captivating dance performance by a group of women and young girls, a creative fancy dress show and an inspiring theatre performance by women.



Workshop on gender-based violence

The centres participated in a workshop on challenging gender-based violence in education, including skill education. The workshop was organised by the Azad Foundation, Nirantar Trust, and the National Coalition for Education, India in collaboration with Asia South Pacific Association for Basic and Adult Education (ASPBAE). Two members from ISST team attended the two-day workshop, which included a range of activities and discussions on the issue of GBV in education.

Theatre

This year, our theatre work extended its reach to both adolescents and women. We engaged in discussions with adolescents and youth regarding the climate crisis and its impact, which culminated in the creation of three Nukkad Nataks (street plays) performed by 12 adolescents in the community.



We invited a group of women to participate in a theatre workshop, which resulted in numerous practice sessions and a performance titled "Das Din ka Anshan" (ten days of fasting) at the Women's Day celebrations. Both groups underwent training in various skills, including voice modulation, observational short story writing, critical reading, character development, and improvisation to develop their imaginative abilities. These activities played a pivotal role in boosting confidence, improving articulation, and teaching effective negotiation skills in the context of societal power dynamics.

For younger children, a collaboration with the theatre group, 'The Adventures of Tara', was done. A group of boys and girls went to Triveni Kala Sangam where the theatre group, led by Ms. Tancy Troy, curated a play using intricately developed props of birds and animals. The kids, through exposure, were encouraged to participate in theatre.

The impact of these activities was particularly significant for out-of-school children and women as it enhanced their ability to interact with others and navigate various social situations.

[Read "Theatre: A medium to learn and express" by Yuva Saathi Centre colleague for our Newsletter (Summer Edition 2022)].

Volunteer programme

ISST has initiated a six-month volunteering programme, designed to empower the youth of the community by fostering a deeper understanding of their environment, cultivating a sense of ownership, and imparting skills related to documentation, management, programme design, and implementation. As part of this endeavour, our alumni have been encouraged to actively engage in the daily operations of the Yuva Saathi Centre. Notably, one young woman, who consistently demonstrated unwavering interest, initiative, and commitment from the programme's inception, has been formally enrolled in the volunteering initiative.

Screening of audio-visuals

Movies serve as a powerful medium, offering not only entertainment but also a platform for engaging in meaningful dialogues about gender-related matters and challenging prevailing power dynamics in our society. At the Yuva Saathi Centre, we regularly held movie screenings, providing adolescents with a unique opportunity to envision and comprehend societal realities from a fresh perspective. We screened films featuring empowered female leads who exercised autonomy over their choices and took charge of their destinies. Additionally, several movies shed light on the distressing realities of violence within intimate relationships, the unequal power divide in our society, and underscored the vital significance of comprehensive sex education. Subsequent discussions allowed us to address issues that might otherwise remain unacknowledged. Adolescents welcomed this approach, as it not only offered them a respite from their busy lives but also enabled them to learn from protagonists who navigated and confronted patriarchal norms.

Open discussions on social issues

The Yuva Saathi Centre has started organising interactive sessions to discuss social issues, specifically with the aim to inculcate constitutional values among young girls and boys. Through these sessions several issues of gender, caste, class, and religion are discussed and how an individual can deal with these identities in a constitutional framework. We encourage adolescents to understand their rights and responsibilities as citizens and work towards becoming a "behtar nagarik" (better citizen). Our objective is to make them think critically and develop an informed opinion about any social issue by keeping in mind the concept of equality and equity as a foundation of our discussions. Many issues, such as universal education, gender roles and norms, and the importance of unity, are discussed during these sessions.



Story

Madhuri (name changed), a 19-year-old who used to live with her family in Trilokpuri, began attending our community centre as a student to learn mathematics. Her six-year journey with us has had its ups and downs, with moments of laughter and tears. Madhuri actively participated in various activities, especially those involving her dancing skills, and initiated important discussions with her friends. She made everyone around her feel comfortable and connected.

However, about a year ago, Madhuri's behaviour changed, and she became distant, rarely coming to the centre. Despite informal conversations with her, we could not uncover the source of her troubles. Eventually, we decided to take concrete steps to understand her situation. We visited her home and engaged in a simple conversation about her life and feelings regarding her environment.

During this conversation, Madhuri disclosed her romantic relationship with a boy from her community, which her family opposed. She mentioned that this relationship extended to a sexual one, with immense pressure from her partner for sexual favours, which she felt obliged to provide. She endured physical and mental violence from both her family and partner. Despite this, she remained involved with him, seeking moments of attention and affection she could not find elsewhere, reinforcing her belief that she was unworthy of love.

Recognising the void within her, we began a process to help her realise her self-worth. We called her daily to the centre, discussing power dynamics in relationships, the concept of care and concern, sexual activity awareness, consent, and exploring her potential and talents. Some days she would pour her heart out, while on others, she would laugh off her problems with newfound confidence.

This progress was disrupted when we learned that she had eloped with her partner. It was a low point for the team, as we had hoped she was moving towards seeking her own validation rather than her partner's approval. However, we continued to check on her.

She shared that after her marriage, she felt extremely lonely, cut off from friends and family. The Yuva Saathi centre remained her only source of happiness, providing a space where she could openly express herself. We kept her engaged in sessions on gender sensitivity, constitutional awareness, movie screenings, and theatre, despite her partner's attempts to control her and prevent her from coming to the centre.

During one of our discussions, she expressed her determination to stand up for herself. Her continued involvement reminds us of her spirited nature from the past and we hope that she will continue her journey of self-realisation with us.

EVALUATION



At ISST, we have been continuously engaging in evaluation work, with a particular focus on engendering evaluations, across multiple formats. This includes our Gender and Evaluation Community, evaluation studies and the online courses titled 'Facilitating Gender Transformative Evaluations'.

Gender and Evaluation Community

Hosted a decade back with the intent of strengthening the evaluation community in India and around the world, the Gender and Evaluation community continues to serve as a space where evaluators actively engage in discussions, write blogs, and share their learnings and experiences. The platform regularly hosts multiple webinars for the community, facilitating open discussions on various topics.

With the network completing a decade, we felt the need to reflect on the community's feelings about the network, its initiatives, and best practices. To do this, the facilitators initiated a discussion to gather feedback and reflections from community members. The members responded with positive comments and offered some ideas for the way forward.

The community hosting over 5000 members added a total of 206 members from around the world during the year. The facilitators ensure to filter out the inactive members and encourage new members to join the platform.

The members actively interacted through 31 discussions posted during the year. They shared their knowledge and experiences on gender-transformative evaluations through various blogs which were published and broadcasted to the community members.

Membership Growth

Total Community Members:

5000+

New Members Added:

206 from around the globe

Active Participation

31 Discussions Facilitated
Throughout the Year

Highlight Discussion

<https://gendereval.ning.com/forum/topics/gender-analysis-in-an-indigenous-community-in-transition>



Highlight Blog

<https://gendereval.ning.com/profiles/blogs/deepening-sdg-5-monitoring-from-an-intersectional-lens>



Evaluation Studies

Evaluation of programmes, projects and schemes is an efficient way to understand their effectiveness among the target audience and identify areas for improvement. ISST has been actively conducting evaluation for different organisational programmes and will continue to do so in the future.

Study to assess the impact on mental health and emotional well-being of students across schools in Delhi due to closure of schools on account of COVID-19 and shift to online education

In response to the pandemic's effects on education, ISST conducted a large-scale survey to evaluate the impact of COVID-19 and school closures on the mental health and emotional well-being of students, parents, and teachers in Delhi. The research, initiated by the Planning Department in collaboration with the Directorate of Education, Government of National Capital Territory (GNCTD) of India surveyed 9087 students, 1753 parents, and 1770 teachers across 28 education zones in Delhi. A team of 36 surveyors and 7 supervisors, the majority of whom were selected from the alumni of ISST's Saathi centre and members of a Delhi-based civil society organisation that ISST had previously collaborated with, were chosen based on the skills necessary for community engagement and survey experience to carry out this comprehensive study. The report, submitted to the Government of

Key Observations

From students' own accounts and those of their parents, a severe learning loss is evident due to school closures and the shift to online learning mode.

Gender disparity in household responsibilities begins early, with 5% of boys compared to 11% of girls of class VI-VIII, and 7% of boys compared to 13% of girls of classes XI-XII reporting involvement in household chores.

While approximately 70% of students of class VI-VIII and class IX to XII reported to feeling cheerful and in good spirits, about 48-52% reported feeling irritated and frustrated.

More parents of younger children (62-71%) in classes I-V and VII-VIII denied an increase in conflict and tension, in comparison to parents (55-57%) of class XI-XII.

28% of parents of children in classes VI-VIII and 22% of parents of children in classes IX-XII shared that they observed an increased sense of loneliness in their children.

National Capital Territory of Delhi, sheds light on the challenges posed by the shift to online education during the pandemic. Factors like limited access to mobile phones, Wi-Fi, socio-economic burden, space crunch, job loss, and bereavements added to the challenge of moving from offline to online mode of education. The study provided gender-disaggregated data on the above-mentioned parameters, revealing that girls had a significantly higher amount of caregiving responsibilities compared to boys.

Setting up MEL for catalysing collective action towards a violence-free world of work for women home-based workers (HBWs) in South Asia

The three-year project intersects with ISST's longstanding work with homebased workers to create a better world for women and advancing gender transformative evaluation. As a project partner, ISST will design a Monitoring, Evaluation, and Learning (MEL) framework – a project focusing on building grassroots capacity to address gender-based violence by leveraging the convention 190 of ILO.

As a deliverable for the first year, ISST has already shared a framework with Homenet South Asia (HNSA). This framework draws upon elements from the Laudes Framework, the Social Relations Framework, and the Small Wins Framework. The HNSA team has used the rubric for submitting their annual report to the Laudes Foundation.



Author: Chetan Soni: This file is licensed under the Creative Commons Attribution-Share Alike 4.0 International license.

The course, 'Women and Work: Making it Count' was developed to underline the urgent need to bring the feminist and labour movements together to comprehend the role of women's work in the economy and demonstrate how research and data can be critically used to teach, show, and question the presence and absence of women workers. It was designed as a perspective building course, highlighting the need and significance of discovering the interlinkages and nexuses between various social and economic institutions that already exist in our society and how they influence the relationship between women and work. Originally intended as a residential course, it was adapted to an online format due to COVID-19 restrictions. The first online iteration ran from September to December 2021 with 30 participants. An extensive feedback process helped refine the course for subsequent iterations.



34



“Through the first and second iterations, this curriculum’s attempt was to deconstruct the idea of women’s labour - which is premised naturally on love, affection, care and nurturing roles and therefore, show the constant preoccupation of state and families with women’s reproductive labour which makes questioning systemic inequality difficult.” (ISST 2022: 26).



[Read ‘Towards Collective Reflection and Empathy’, an article by the facilitators of the course ‘Women and Work’, in the Newsletter (Winter Edition 2022)]

Facilitating Gender Transformative Evaluation: An Online Course

ISST launched the ‘Facilitating Gender Transformative Evaluation (FGTE)’ course in an online format in 2018, with the aim to provide a contextually embedded understanding of what constitutes gender transformative evaluations. In particular, the course introduced its participants to feminist evaluation ethics and principles, as well as evaluation approaches, including outcome mapping and utilisation focused evaluations.

This year, the second iteration of the revised course, FGTE 2.0 was launched which took place from November 7, 2022, to January 25, 2023. For this iteration, a total of 115 applications from the seven South-Asian countries, namely Sri Lanka, Bangladesh, Nepal, Bhutan, Afghanistan, Pakistan, and India were received. Out of the 35 individuals selected for the course, 25 participants successfully completed the course.



'I am thankful to the faculty and course coordinators for giving me an opportunity to be a part of FGTE 2.0. My learning was majorly around understanding what M&E refers to as a field, how it differs from research and how a gender transformative lens should be applied to routine evaluations and evaluation thinking.'

**- DISHA TIWAARI, Participant
(INDIA), FGTE 2.0 (2nd Iteration – 2.0
version)**



'One of the specialties of this course, FGTE 2.0, is having live sessions each week where the students can ask their questions on each module from the facilitators. This was very effective and helped us to clarify our doubts on some theories and concepts. This is a great opportunity for Young and Emerging Evaluators (YEEs) in the region to learn and enhance their knowledge in evaluation. I would recommend this course for YEEs and wish all the best for the organising team to have many more successful courses in the future.'

**- MADHUKALIYANGAMAGE,
Participant (SRI LANKA), FGTE 2.0
(2nd Iteration – 2.0 version)**

Facilitating Gender Transformative Evaluation for Senior Professionals: An Online Course

During the six iterations of the FGTE course, the team received many applications from professionals with experience of over ten years in gender issues or evaluations. It was then felt that we need to devise a course which includes the same conceptual learnings but is also advanced to suit the experience of senior professionals. ISST took a systematic approach to curriculum development. The needs assessment phase involved discussions with representatives from donor and multilateral organisations, senior evaluation experts, and members of the evaluation committee. The inputs received were analysed and presented to the faculty of the FGTE course. Subsequently, the faculty focused on creating the course framework. The most significant challenge during curriculum development was balancing the demands of two distinct groups: those with experience in evaluation but lacking gender concepts or frameworks, and those who had devoted years to gender equality work but possessed limited or rudimentary knowledge of evaluations. The course is currently being designed and will be launched next year.

ENGAGEMENT & DISSEMINATION



Workshops And Seminars By ISST

Date	Name	Participants
August 26, 2022	Locating Pastoral Women: Understanding Work, Re-imagining Futures	60
July 28-29, 2022	<ul style="list-style-type: none"> • Gender workshop for team • Build process workshop 	29
July 23-26, 2022	Gender workshop for adolescent girls	30
August 4-8, 2022	Gender workshop for adolescent girls	30
November 12-20, 2022	'Women and Work: Making it Count'	40
December 5, 2022	Regional dissemination workshop on 'Beyond the norm: Scope of skilling non-traditional livelihoods for women in achieving women's economic empowerment' at Bhubaneswar	50
December 13, 2022	National dissemination workshop on 'Beyond the norm: Scope of skilling non-traditional livelihoods for women in achieving women's economic empowerment' in New Delhi	50

External Presentations By Team

Name of Presentation	Presented By	Presented At	Location	Date
Each One Teach One campaign	Rituu B Nanda	Asia Pacific Evaluation Association	Online	July 6, 2022
Tourism Imagery and Women's Work: Recognizing Barriers, Laying Pathways	Monika Banerjee	ICRTH 2022 Industrial Session for the Panel: Women in Tourism	Online	September 3, 2022

Name of Presentation	Presented By	Presented At	Location	Date
Experiences and learnings on the analytical framework used in ISST's study 'Locating the Processes of Non-state Relief Work during the Covid-19 Lockdown in Delhi'	Mubashira Zaidi	Evaluation Conclave 2022 for the Panel – Equity and Transformation: Evaluation in Challenging Times, New Delhi	New Delhi, India	October 14, 2022
Insights and learnings from the study on 'Women Workers in the Gig Economy in India'	Anweshaa Ghosh	Roundtable Discussion on Developing Legislative Interventions for On-Demand Platform Work in India by Vidhi Centre for Legal Policy and Friedrich-Ebert-Stiftung, Bangalore	Bangalore, India	October 15, 2022
Unpacking Gender Transformative Evaluations	Dr. Jahnvi Andharia, Sheena Kapoor and Alpaxee Kashyap	Rise Summit	Online	February 2, 2023
Insights from the study, 'Understanding collectivisation strategies of women farmers'	Ashmeet Kaur	Digital Green for the panel – Innovations and lessons on what works to empower women farmers, New Delhi	New Delhi, India	March 29, 2023

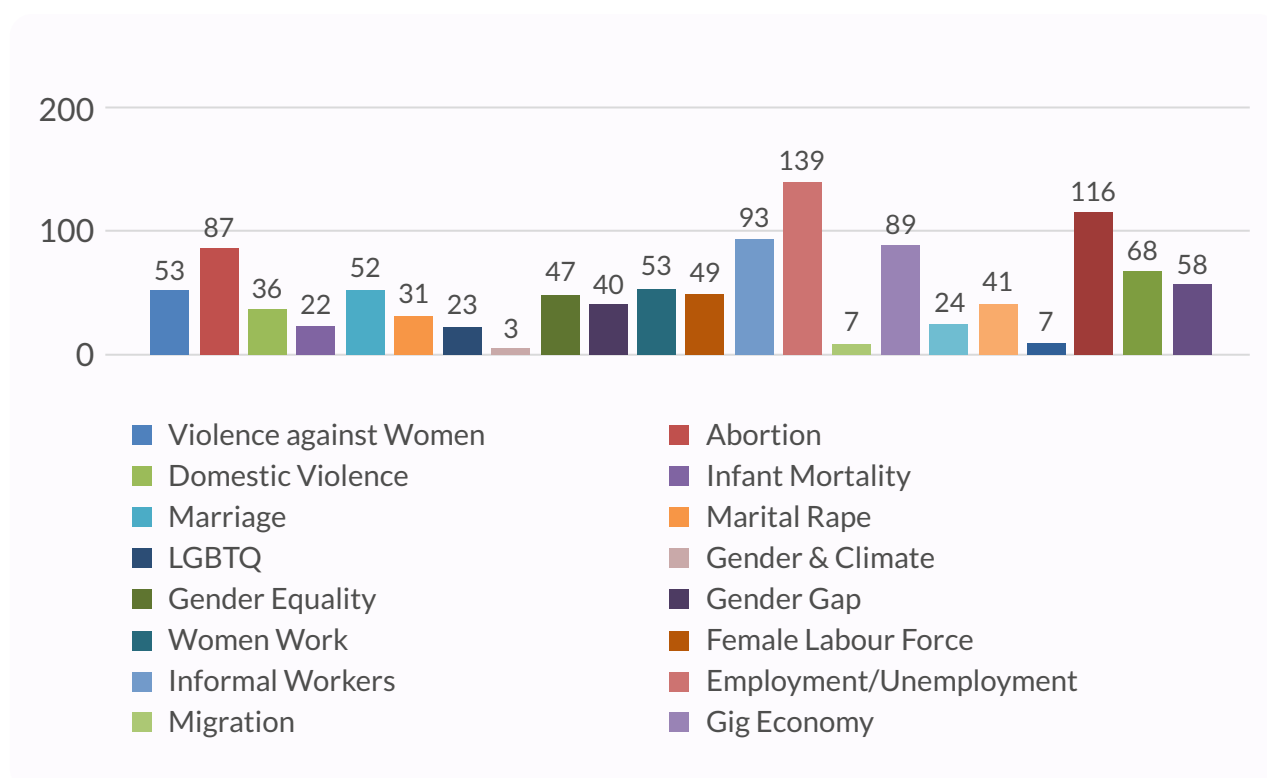
Library

The ISST library, established in 1984, continues to advance and enhance its proficiency in digital collection management, open access, and other emerging technologies to provide support to scholars, researchers, planners, and development agencies worldwide on gender and related subjects.

In continuation of its initiatives, this year, op-ed services, such as fortnightly newspaper clippings and current awareness service updates, were sent to subscribers. A new segment called Current Journal Content Compilation was introduced to this op-ed service. The quarterly compilation includes articles and papers on gender-related topics from 15 journals, making it easily accessible to users.

Across the long list of topics covered for these op-ed services, issues of employment/unemployment, women's labour force participation, informal workers and abortion were repeatedly seen across the publications.

Prominent topics during the year 2022-23



In addition to the op-ed services, the library actively maintains and facilitates the dissemination of research studies through various mediums. All ISST studies now have a Creative Commons license to protect them from copyright issues. Since 2020, the reports have been uploaded and shared on SocArchive, an online network, with the aim of reaching a wider audience.

Furthermore, the library continues to manage the digital repository (DSpace) of ISST's work and Koha, the online cataloguing system for ISST's physical library.

The following publications were released during the year 2022-23 by the ISST team:

Name	Author(s)	Date	Type (Study Report/ Journal Paper/ Policy Brief/ Book Chapter)	Name of Book/Journal/ Publisher
Locating the Processes of Non-state Relief Work during the COVID-19 Lockdown in Delhi – A study report	Mubashira Zaidi, Risha Ramachandran, Ayesha Datta, Sneha Jha and Ashmeet Kaur	June 2017	Study Report	ISST
Understanding Pastoral Women's Work: An Exploratory Study	Gurpreet Kaur, Prateek, and Sae Pawar	August 2022	Study Report	ISST
Study to assess the impact of mental health and emotional well-being of students across schools in Delhi due to closure of schools on account of COVID-19 and shift to online education system.	Jahnvi Andharia, Monika Banerjee, Shiney Chakraborty	November 2022	Study Report	ISST For Planning Department in collaboration with the Directorate of Education, Government of NCT of Delhi.
Beyond the norm: Scope for non-traditional livelihood skilling for women in achieving women's economic empowerment	Anweshaa Ghosh and Prama Mukhopadhyay	December 2022	Study Report	ISST
Reflections, Processes, Collaborations. Women and Work: Making it Count: A Process document	Dr. Monika Banerjee, Gurpreet Kaur, and Ashmeet Kaur	December 2022	Process Document	ISST

Name	Author(s)	Date	Type (Study Report/ Journal Paper/ Policy Brief/ Book Chapter)	Name of Book/Journal/ Publisher
Work and Women's Economic Empowerment in Tribal Rajasthan, India.	Mubashira Zaidi	May 2022	Book Chapter	'Gender, Unpaid Work and Care in India', Published May 10, 2022 by Routledge India
COVID-19 – A crisis of care and what we can learn from the SEWA experience in India.	Monika Banerjee and Prama Mukhopadhyay	August 2022	Paper	Gender and Development Journal by Taylor & Francis.
'Transnational migration, local specificities, and reconfiguring eldercare through 'market transfer' in Kerala, India.'	Sreerupa	September 2022	Journal paper	Journal of Ethnic and Migration Studies by Taylor & Francis.
'Locating women workers in the platform economy in India – old wine in a new bottle?'	Anweshaa Ghosh, Mubashira Zaidi and Risha Ramachandran	December 2022	Journal paper	Gender and Development Journal by Taylor & Francis.

TEAM ENGAGEMENT



Organisation BUILDing

The FORD grant has allowed us as an organisation to explore the possibilities of our work from an organisational point of view and set up systems for the same. Our team met multiple times during the year to further the process of finalising our statement of purpose. We worked on developing four core themes or thematic areas to bring together the work that ISST has done in the past years and wishes to further work upon.

The BUILD meetings with the whole team were organised at the following dates during the year:

Date	Point of Discussion
July 28-29, 2022	Exploring the possibilities of themes
November 25, 2022	Substantiating the possible themes for ISST
February 9, 2023	Finalising the four themes for ISST

After the finalisation of our main themes as 1) Gender Based Violence and Work, 2) Informality, Precarious Work and Care, 3) Gender and Digitality, and 4) Movement Building and Claims Making, the ISST team made presentations to the Board of Trustees for their feedback.



Joint Saathi Centre Meetings

The joint Saathi Centre meetings have become a cherished tradition for both the Saathi and Yuva Saathi Centre teams. Each month, these teams come together to exchange their experiences, insights, and strategies. While there are countless stories and experiences from the previous month to discuss, the teams also engage in brainstorming sessions to plan activities and tasks for the month ahead.

Quarterly Research Workshops

Since 2021, our Quarterly Research Workshops have served as a platform for the research team to share their learnings and challenges, contemplate on better methodologies, and explore potential future directions for their respective research endeavours.

These workshops took place on the following dates: April 29, 2022; September 26, 2022; and December 15, 2022.



ORGANISATIONAL OVERVIEW



Governance

ISST was registered as a Public Charitable Trust in 1980. It has provisions to have a maximum of 12 trustees. There are two sub-committees – the Academic Planning Committee and the Finance and Administration Committee.

The current **Board of Trustees** consists of the following members:

- **Ms. Sarojini G Thakur**

Chairperson

- **Ms. Padma Ramachandran**

Member

- **Professor Gita Sen**

Member

- **Professor Nirmala Banerjee**

Member

- **Ms. Kameshwari Jandhyala**

Member

- **Ms. Ratna Mangala Sudarshan**

Member

- **Prof. Ashwini Deshpande**

Member

- **Prof. Peter Ronald DeSouza**

Member

- **Mr. Srinivas Kumar Alamuru**

Member

Annual Meetings

Board Meetings

As per the provisions, two board meetings are held every year and all members of the board are required to attend them. For the year 2022-23, the two board meetings were organised on August 30, 2022 and April 1, 2023.

Academic Planning Committee (APC) Meetings

In the APC meetings, programmatic details are shared by the research team members to seek guidance and suggestions from the senior board members.

The members of the academic planning committee are:

- Gita Sen, Chairperson
- Nirmala Banerjee, Member
- Kamlesh Gaur, Member
- Sarojini G. Thakur (Special Invitee)
- Jahnvi Andharia, Ex officio member
- Anweshaa Ghosh, Convenor

For the year 2022-23, the APC meetings were held on August 29, 2022 and March 31, 2023.

Financial and Administrative Committee (FAC) Meetings

This committee looks over the financial and administrative aspects of the organisation and includes approval and reporting of yearly as well as project budgets.

The members of the Financial and Administrative Committee are:

- Padma Ramachandran, Chairperson
- Srinivas Kumar Alamuru, Member
- Kameshwari Jandhyala, Member
- Kamlesh Gaur, Member
- Sarojini G. Thakur (Special Invitee)
- Jahnvi Andharia, Ex officio Member
- Nitin Shukla, Accountant (Special Invitee)

For the year 2022-23, the FAC meetings were held on August 29, 2022 and March 31, 2023.

Our Team

(During the year 2022-23)

The team consists of full-time employees, consultants, part-time, short-term consultants and volunteers.

Delhi Office

- | | | |
|--|---|---|
| <ul style="list-style-type: none"> ● Akila Ramesh
Librarian ● Alpaxee Kashyap
Project Consultant ● Anweshaa Ghosh
Research Fellow & Program Lead ● Ashmeet Kaur
Research Associate ● Benu Verma
Research Consultant ● Bijita DevSharma
Project Consultant
(Till June 2022) ● Camellia Reja
Research Consultant ● Deepa
Project Consultant ● Gurpreet Kaur
Research Consultant ● Jahnvi Andharia
Director and Research Fellow ● Kamalika Mukhopadhyay
Programme Manager ● Kritika Goel
Research Consultant ● Monika Banerjee
Research Fellow
(Till December 2022) | <ul style="list-style-type: none"> ● Monika Sharma
Communications Manager ● Mohan Singh
Administrative Assistant ● Mubashira Zaidi
Research Fellow & Program Lead ● Neha
Executive Assistant to the Senior Team ● Nitin Shukla
Accounts Manager ● Prama Mukhopadhyay
Research Associate
(Till December 2022) ● Prateek
Research Consultant ● Rajib Nandi
Associate Director and Research Fellow (Till May 2022) ● Risha Ramachandran
Research Associate (Till June 2022) ● Rituu B. Nanda
Project Consultant
(Till January 2023) ● Rubina Bembi
Fundraising and advocacy Consultant | <ul style="list-style-type: none"> ● Sae Pawar
Research Consultant ● Sheena Kapoor
Project Consultant ● Shiney Chakrabarty
Research Analyst
(Till August 2022) ● Simran Kashyap
Research Consultant
(Till August 2022) ● Sneha Jha
Project Coordinator, Yuva Saathi Centre
(Till April 2022) ● Sneha Makkad
Research Consultant ● Sreerupa
Research Consultant ● Suresh
Safai worker ● Tanisha DasGupta
Research Consultant |
|--|---|---|

Saathi Centre, Delhi

- **Brijesh**
Housekeeping and Office Support
- **Dharmender Kumar**
Community Programme Assistant
- **Ivanka Vaish**
*Peer Educator, Saathi Centre
(Till November 2022)*
- **Jyoti**
Consultant-Community mobilizer
- **Kamlesh Gaur**
Coordinator
- **Pooja**
Volunteer
- **Rajeev Kumar**
Field Coordinator
- **Ruby**
Bachpan Programme Assistant
- **Sarita**
Bachpan Coordinator

Yuva Saathi Centre, Delhi

- **Ira Wadhwa**
Coordinator
- **Kavita**
Project Consultant
- **Vandana**
Project Consultant

Prevention of Sexual Harassment at Workplace (POSH)

As per the requirements of the Prevention of Sexual Harassment at Workplace Act, 2013, ISST has a POSH Internal Committee.

The committee's members as on March 31, 2023, were:

- | | |
|--------------------------------------|--|
| • Anweshaa Ghosh, Chairperson | • Nitin Shukla, Member |
| • Vandana, Member | • Ashmeet Kaur, Member |
| • Benu Verma, Member | • Sudeshna Sengupta
(External Committee Member) |

The committee members sent monthly awareness materials to the ISST team. A feedback and review discussion was organised by the POSH committee with a randomly selected group of ISST team members. The discussion was facilitated by the external POSH member, Ms Sudeshna Sengupta.

The annual POSH training was organised on January 20, 2023, facilitated by Ms. Barsha from Partners for Law in Development (PLD).

SUMMARY FINANCIAL STATEMENT 2022-23

Summary Statement Annual Income and Expenditure as on 31.03.2023

Particulars	Financial Year 2022-2023 (Rs. in Thousand)	Financial Year 2021-2022 (Rs. in Thousand)
Income		
Interest Income	1,936.00	1,920.00
Donations & contributions	156.00	50.00
Other Income	73.00	48.00
Overhead Charges	3,513.00	2,786.00
Project Grant	43,078.00	32,580.00
Total	48,756.00	37,384.00
Expenditure		
Administrative Expenses	2,750.00	2,210.00
Project Expenditure	43,078.00	32,580.00
Property Expenses	1,305.00	869.00
Trustee Meeting Expenses	103.00	-
Total	47,236.00	35,659.00
Excess of Expenditure over Income: 2022-23	1,520.00	1,725.00

SUMMARY FINANCIAL STATEMENT 2022-23

Summary Balance Sheet

Particulars	Financial Year 2022-2023 (Rs. in Thousand)	Financial Year 2021-2022 (Rs. in Thousand)
Application of Funds		
Fixed Assets	2,500.00	2,780.00
Investment	34,300.00	51,418.00
Current Assets	8,370.00	21,921.00
Total	45,170.00	76,119.00
Sources of Funds		
Endowment Fund	21,800.00	21,800.00
Publication Fund	600.00	-
Building Fund	388.00	433.00
Fixed Assets Fund	2,112.00	2,348.00
Accumulated Surplus	7,573.00	6,153.00
Current Liabilities	84.00	84.00
Project Fund Balance	12,613.00	45,301.00
Total	45,170.00	76,119.00

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

Handwriting practice lines consisting of 20 horizontal dotted lines.



Institute of Social Studies Trust

U.G. Floor, Core 6A, India Habitat Centre, Lodhi Road, New Delhi-110003

Tel : +91-11-4768 2222 | Email : isstdel@isstindia.org

Website : www.isstindia.org

 facebook.com/ISSTDDELHI |  [@of_isst](https://twitter.com/of_isst)

