

A woman in a sari is shown from the waist up, working with wood. She is wearing a pink and grey sari, a green blouse, and a pink headscarf. She has a tattoo on her left forearm and is wearing several green bangles on her right wrist. She is wearing a small gold earring and a necklace with a small pendant. She is looking down at the wood she is working on. The background is blurred, showing some foliage and a brick wall.

ANNUAL REPORT

2024-25

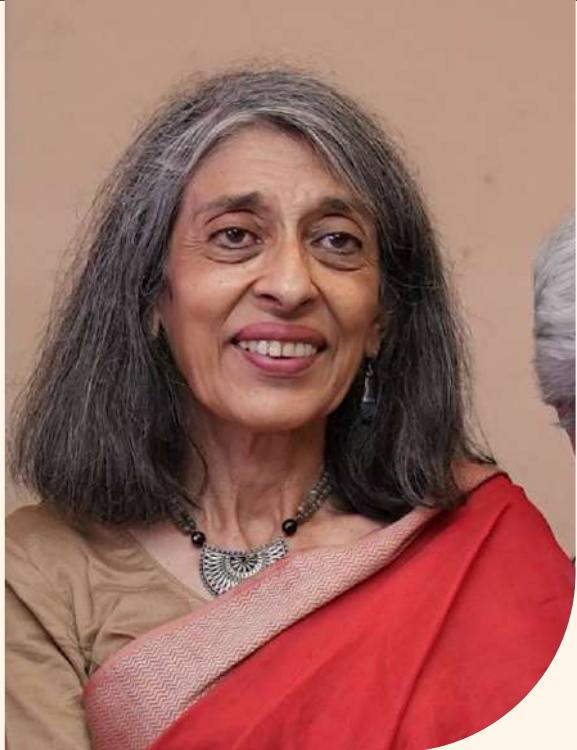


Institute of Social Studies Trust



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CHAIRPERSON'S MESSAGE

Ms. Sarojini Ganju Thakur
Chairperson, ISST

For the Institute of Social Studies Trust (ISST) the year 2024–25 was one of consolidation and renewed direction. Guided by our long-standing commitment to gender equality and social justice, we continued to strengthen the links between research, policy, and practice to advance feminist perspectives on work, care, and wellbeing.

Across India and South Asia, rapid digitalisation, shifting labour markets, and climate and social challenges are redefining the conditions of work and care. ISST's research responded to these changes through studies such as Digitalisation at the Frontlines: ASHA Workers' Experiences across Haryana, Rajasthan, Kerala, and Meghalaya and A Safety Audit of Rural Public Spaces in Gujarat. These initiatives illuminated how technological and infrastructural transformations intersect with women's everyday realities. Platforms for dialogue enabled evidence-based exchange among policymakers, researchers, and practitioners.

The annual Shram aur Hum forum further evolved as a vibrant space for collective reflection on labour, care, and gender justice—connecting local experiences to global conversations on equity and social protection. ISST also advanced its leadership in promoting gender-transformative evaluation, through practitioner training, collaborations, and partnerships with national and international networks. Our flagship Facilitating Gender Transformative Evaluations course, the redesigned Women and Work course, and the launch of ISST's Fellowship Programme further expanded opportunities for young professionals to build feminist research and leadership capacities.

At the community level, the Saathi and Yuva Saathi Centres in East Delhi—now nearing two decades of engagement—continued to empower women, youth, and children through education, employability, wellbeing, and awareness programmes. These community initiatives exemplify ISST's belief that change must be both local and systemic.

We are deeply grateful to our partners and donors—American Jewish World Service, EMpower Foundation, External Affairs Spouses' Association Charitable Trust, Ford Foundation, HomeNet South Asia, Institute of Development Studies, South Street Green Room Foundation, UN Women, Wipro Cares, and Womanity Foundation for their continued support. Together, we remain committed to deepening partnerships, nurturing leadership, and advancing feminist knowledge and practice for a more just and inclusive world.

2024–25 marked a year of consolidation and renewed direction for the Institute of Social Studies Trust. Guided by its commitment to gender equality and social justice, ISST strengthened the links between research, policy, and practice—responding to shifts in digitalisation, labour, and care through grounded studies, public dialogue, and capacity-building initiatives. From frontline research on women’s work to leadership in gender-transformative evaluation and sustained community engagement in East Delhi, ISST continued to advance feminist knowledge that is both locally rooted and systemically relevant.

Throughout the year, our team remained wholeheartedly involved and closely connected, united by a common commitment to building a more just and inclusive society. The progress we made would not have been possible without the unwavering dedication of our colleagues—associate director, programme leads, researchers, community facilitators, administrative teams, and support staff—who breathe life into ISST’s purpose each day. I am deeply grateful for their perseverance and spirit, which continue to carry ISST forward despite the many social and economic hurdles around us.

I would also like to express my appreciation for the thoughtful leadership of Dr. Jahnvi Andharia, Director and Research Fellow, whose steady guidance has strengthened our work throughout the year.

My heartfelt thanks as well to our Trustees for their continued encouragement, wisdom, and commitment to nurturing ISST’s core principles and direction.



DIRECTOR'S OVERVIEW

Dr. Jahnvi Andharia
Director and Research Fellow, ISST

It is my privilege to share with you ISST's Annual Report for the year 2024-25 a year in which the organisation both deepened its commitments and expanded its contributions to the broader gender and development ecosystem.

Since gaining independence in 1947, India has witnessed remarkable and sustained progress. At a time when many doubted whether the nation could endure even five years of self-governance, India not only proved its resilience but outpaced many peers that emerged from colonial rule in the same era. Over the decades, the country has steadily positioned itself as a key global actor influencing market dynamics and driving technological advancement. Today, India stands recognised as an important voice in major international forums and a pivotal force in the global landscape. The women of India, too, have made significant progress. The discourse on gender equality has both broadened and deepened. Progress achieved on the education and health SDGs has contributed meaningfully to global outcomes, given the country's demographic weight. The next frontier is the economic one – to enhance women's share in the labour force participation, even as we embrace a world that is digitising at a rapid pace.

It is in this context that we reflect on the past year. What stands out most is the increasing relevance of ISST's purpose, "to centre stage gender dimensions of labour to ensure social justice," at a time when questions of women's work, care, digital inclusion, and intersectional inequalities are shaping national and global development priorities with renewed urgency.

Our work shapes the narrative, acknowledging the critical contributions and challenges faced by women from the informal economy, strengthening capacities, and building community-driven solutions. Yet this year pushed us to engage more actively with the networks, alliances, and institutions that are shaping development practice in India and globally.

Shram Aur Hum, second edition, consisted of a series of events from September to December to delve into the four thematic focuses: Informality, Precarious Work and Care, Gender-Based Violence and Work, Women Powering the World of Work, and Gender and Digitalisation of Work. We were able to leverage the perception of being evidence-focused and non-partisan to bring together speakers from diverse locations – grassroots actors, policy makers, and private sector representatives to generate meaningful conversations even when divergent views were expressed.

Guided by the 4 themes, our teams undertook research studies that engaged deeply with lived realities. These research efforts not only generated evidence but also created pathways for dialogue with government departments, civil society partners, and philanthropic organisations invested in structural change.

The year 2024–25 underscored the growing relevance of ISST’s purpose—to centre the gender dimensions of labour in the pursuit of social justice—at a moment when women’s work, care, digital inclusion, and intersectional inequalities are shaping development debates with renewed urgency. Through evidence-based research, policy engagement, capacity building, and community outreach, ISST strengthened its role in bridging lived realities with systems of change, reaffirming that feminist research and community knowledge are essential to reimagining development pathways that recognise informal, unpaid, and often invisible labour.

Through our participation in policy consultations, philanthropic dialogues, civil society coalitions, and global knowledge platforms, ISST contributed substantively to debates on gender-transformative approaches. These engagements reaffirmed a long-standing belief: that feminist research and community knowledge are essential to reimagining development systems that often overlook the unpaid, informal, and invisible labour sustaining our economies and societies.

Capacity building remained a key pillar of our work, with trainings conducted for practitioners, researchers, independent professionals, representatives from government offices, and social impact organisations. Our Course on Women and Work experimented with fully self-paced learning on an online platform supported by 10 online sessions. The course on Facilitating Gender Transformative Evaluations is now well entrenched among the evaluation community, with 10 iterations completed, reaching out to more than 275 participants. These efforts not only strengthened the field but also helped shape organisational practices across sectors—ensuring that gender-transformative approaches are not an add-on but integral to programme design, implementation, and evaluation.

Our community outreach through the Saathi Centres remained a significant feature of ISST’s identity. These centres, located in urban informal settlements, continued to serve as spaces for learning, solidarity, and practical support—especially for children, adolescents, and women. The effort is to support children from underprivileged communities through their schooling, ensure that they delay the age of marriage and full-time earning to stay on to complete graduation.

This year also saw an expansion of our communications and outreach efforts. Our publications reached new audiences, and our social media engagement grew significantly. The library—one of ISST’s oldest assets—continued to serve as a valuable knowledge hub, supporting both internal teams and external scholars. The Ning platform further strengthened peer learning across gender-focused evaluation community world wide.

Internally, we invested in systems that foster reflection, accountability, and collective learning. Looking ahead, we recognise that the challenges of our time—rising economic precarity, care deficits, widening gender gaps, and climate-related vulnerabilities—require organisations like ours to step forward with clarity and conviction. ISST is committed to expanding its role in building evidence, strengthening capacities, and building strategic partnerships with communities and institutions to drive meaningful, gender-transformative change.

We are grateful to our partners, funders, collaborators, and the communities who place their trust in us. Your support strengthens our resolve to continue this work with integrity, empathy, and a deep commitment to justice.



Photo By Yash, Photography course student at ISST Community Outreach programme.

ABOUT THE ORGANISATION

INTRODUCTION

The Institute of Social Studies Trust (ISST) is a pioneering research and capacity building organisation advancing gender-equitable social and economic transformation in India. For over four decades, ISST has connected research, policy, and practice to strengthen the livelihoods and well-being of women, children and vulnerable communities.

**GUIDED BY INTERSECTIONAL FEMINIST PRINCIPLES, ISST'S
MISSION IS TO MAKE WOMEN'S WORK VISIBLE, VALUED,
AND SUPPORTED THROUGH SYSTEMIC CHANGE. ITS
RESEARCH HIGHLIGHTS THE REALITIES OF WOMEN'S PAID
AND UNPAID WORK, GENERATING INSIGHTS THAT INFORM
INCLUSIVE POLICIES AND PROGRAMMES.**

Through collaborations with governments, international agencies, and community partners, ISST continues to build knowledge and action that promote dignity, equity, and sustainable livelihoods.

In recognition of its work, ISST has been conferred Special Consultative Status (II) with the Economic and Social Council of UN (UN ECOSOC). The organization also has the 'Equivalency Determination (ED)' certificate (US).

ISST is registered under certificate of Income Tax Act, 1961. All donations to ISST are eligible for 50 percent tax deduction under section 80G of the Income-tax Act, 1961.

ECOSYSTEM ENGAGEMENT

ISST has advanced feminist research and practice on women's work and economic empowerment in India and South Asia. From its early Time Allocation Studies—which influenced India's Time Use Surveys and informed government policies such as STEP (Support for Training and Employment Programme for Women) and Mahila Haat, and thematic recommendations on equal pay, maternity benefits, training, and self-employed women's rights - ISST has consistently foregrounded women's contributions in the informal economy, ensuring they are visible, valued, and supported.

ISST's distinctive approach combines feminist economics, public-spirited inquiry, and community engagement to address emerging challenges in women's work. It continues to respond to evolving socio-economic and technological realities. Its research on unpaid and care work, digitalisation, the gig and platform economy, and the circular economy generates evidence that informs government programmes, international development frameworks, and grassroots collectives. By connecting rigorous research with lived realities, ISST bridges the gap between policy, practice, and community action, positioning itself as a critical knowledge institution for gender-equitable economic transformation.

ISST also strengthens gender-transformative evaluation and community engagement. Over 275 professionals have been trained through its flagship course - *Facilitating Gender Transformative Evaluations*. The women and work course, developed and facilitated by ISST, attracts young researchers interested in learning about the nuances of women and work as a subject. The Saathi and Yuva Saathi Centres in East Delhi support over 350 children and youth annually with education, employability, and leadership initiatives. Looking ahead, initiatives such as the *Women Powering the World of Work Knowledge Hub* and the *Embedded Research Fellowship Programme* reflect ISST's commitment to inclusive, feminist knowledge systems that respond to emerging challenges and foster collective action for sustainable, gender-just work futures.

350+

CHILDREN & YOUTH
SUPPORTED ANNUALLY

275+

PROFESSIONALS
TRAINED





Photo By Amrita,
Photography course student at
ISST Community Outreach
programme.

THEMATIC AREAS

ISST's work is organised around four cross-cutting themes, with a Gender Transformative Approach at the centre, guiding research, evaluation, community engagement, and capacity building.

Gender-based Violence and Work

ISST examines violence in all workspaces—inside and outside the home—including dispossession, invisibility, and symbolic harm reinforced by family, market, and community etc.. The work highlights how unequal power dynamics affect multiple aspects of women's lives, especially in the informal sector.

Informality, Precarious Work, and Care

This theme explores the economic and social vulnerabilities of women in precarious work and caregiving roles. Intersectional analysis highlights heightened risks for marginalised groups and how precarity affects both livelihoods and life's reproduction.

Gender and Digitalisation of Work

ISST studies how digital technologies transform work and impact gender equity. The focus is on barriers faced by women from marginalised communities, including access, digital skills, and online safety, while building capacities to navigate and benefit from digital shifts.

Women Powering The World of Work

Linking economic empowerment with gender-transformative approaches, this theme examines social norms and power structures limiting women's rights and opportunities. Feminist, participatory methodologies foster dialogue, critical reflection, and evidence-informed strategies for policy and institutional change.



Photo By Aman, Photography course student at ISST Community Outreach programme.

AREAS OF WORK

RESEARCH

Release of our much-awaited research studies - 'Digitalisation at the Frontlines: ASHAs' Experiences across Haryana, Rajasthan, Kerala, and Meghalaya', 'Beyond the Screen: Gender and Smartphone App Access, Use and Control Among Youth - A case study of Kalyanpuri, Delhi', and 'Navigating Gendered and Structural Barriers to Aspirations through Feminist Action-Research: Experiences of Youth in Kalyanpuri, New Delhi'.

This year has been eventful at ISST. The team focused on taking a leap to bring together all of its four programme pillars – Research, Evaluation, Community Outreach and Capacity Building.

EVALUATION

Widening our engagement in the Evaluation ecosystem through participation in multi-stakeholder meetings, conferences and seminars globally such as the 5th Asia Pacific Winter School, Academic Symposium on M&E Education while executing the existing projects with HNSA and SEWA Bharat.

COMMUNITY OUTREACH

Digitisation of data and documentation of learning activities has been a major goal achieved this year. The team focused on two major projects, creating a demographic profile of the children enrolled at the centre, and developing a curriculum by recording all the activities that are conducted at the centre with the children. Both have been an enriching experience for the educator teams as well as for the larger organisation.

CAPACITY BUILDING

Adapting embedded research by piloting a 'Research Fellowship Programme' to uncover the nuances of informal work and its intersection with gender-based violence. The programme gave opportunity to young fellows from ISST and CSCD to understand how research is done and reflect on their experiences from the field.



Photo By Himanshu, Photography course student at ISST Community Outreach programme.

RESEARCH

ISST continues to explore the diverse and intersecting social issues that shape women's work and their opportunities for economic participation. Through collaborative and participatory research approaches, our studies generate quality evidence that informs and supports researchers, academicians, funding partners, and policymakers alike.

The following section highlights research studies undertaken by ISST over the past year, supported by the American Jewish World Service (AJWS), Bill & Melinda Gates Foundation (BMGF), Digital Green, Institute of Development Studies (IDS), Ford Foundation, Wipro Cares, and the Womanity Foundation. These studies have deepened our understanding of women's work while strengthening our commitment to building a more equitable and just society for all.

STUDY TITLE

Navigating Gendered and Structural Barriers to Aspirations through Feminist Action-Research: Experiences of Youth in Kalyanpuri, New Delhi



East Delhi

Key Research Question / Study Brief	How do socio-cultural, economic factors, and gender-based violence shape the aspirations and capabilities of adolescents and young adults, particularly girls, belonging to low-income groups in an urban settlement?
Collaboration Partners	Yuva Saathi Centre, American Jewish World Service
Insights on Methodology/ Research Process	Feminist Action Research using mixed methods research that included a survey with girls and boys living in and around Kalyanpuri. Qualitative methods included FGDs with young adults using participatory games and exercises. FGDs were also conducted with parents. Use of Comics, theatre and story telling participatory techniques. 5 case studies.
Relevant Links / Outputs	Study report: https://isstdigitallibrary.jivesna.com/jspui/bitstream/123456789/1854/3/Youth%20Aspiration%20Report%20-%20Final%20April%20282%29.pdf

STUDY TITLE

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



The research sites in India are Bhavnagar, Gujarat; Udaipur, Rajasthan; Mumbai, Maharashtra; Gurugram, Delhi NCR

Key Research Question / Study Brief	When, how, and why do women's power struggles succeed in retaining power and sustaining their gains against backlash? 'Sustaining Power: Women's Struggles against contemporary backlash in South Asia' (SuPWR) is a five-year ESRC-funded research project (launched in 2020). This research explores 4 women's struggles in India. These are on-going and contentious cases of struggle in one of four arenas within which gains in women's rights are being sought: family, community, market and the state. The four women's struggles
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we are studying in India are BMMA, SMS/Utthan, AVM/Astha, and CSCD. The project uses qualitative tools of data collection such as Reflective workshops, panel interviews and struggle diaries, key informant interviews, Gendered political economy analysis, etc.

Collaboration Partners	IDS, Sussex; Kotra Adivasi Vikas Manch, Bharitiya Muslim Mahila Andolan, Samarthan Mahila Sanghathan, Community for Social Change and Development, Utthan.
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Insights on Methodology/ Research Process	The SuPWR methodology demonstrated that combining structural analysis, deep narrative work, participatory tools, longitudinal tracking, and creative reflective spaces produces a rich, multidimensional understanding of women's movement building. Importantly, the process was not only informed research but was also generative – feeding back insights, fostering collective reflection, and in some cases strengthening the movements themselves.
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Relevant Links / Outputs	www.supwr.org (all outputs of the research so far are on this website)
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STUDY TITLE

Scoping Study of the Garment Industry in Delhi NCR: The case of Labour Rights Advocacy groups and alliances



Delhi NCR

Key Research Question / Study Brief	Understanding the labour relations landscape and organising in Delhi NCR's garment sector. Identifying synergies between trade unions, NGOs, and CSOs. Contributing to a more robust, collective movement for worker rights.
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Insights on Methodology/ Research Process	This qualitative study drew on multiple methods to capture diverse perspectives across the garment sector. The study engaged 20 key informants from research institutions, NGOs, CBOs, trade unions, and international forums. A focus group discussion with 15 garment workers in Kapashera captured their lived experiences from Udyog Vihar, Gurgaon. Three on-site observations —at the Export Association, with women subcontractors in Kapashera, and at the hosiery complex in NSEZ, Gautam Buddh Nagar—provided grounded insights into the dynamics of women's work in the garment sector.
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Relevant Links / Outputs	3 years on: Why the Dindigul Agreement still matters (even if little has changed)
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STUDY TITLE

Beyond the Screen: Gender and Smartphone App Access, Use and Control Among Youth - A case study of Kalyanpuri, Delhi



Kalyanpuri, Delhi

Key Research Question / Study Brief

1. How do smartphone ownership and sharing dynamics influence the digital experiences of adolescents and young adults?
2. What are the gender-based differences in the use of smartphone apps and content consumption preferences among adolescents and young adults?
3. What forms of control do adolescents and young adults experience in their use of smartphone apps, and what strategies do they employ to resist these controls?

Insights on Methodology/ Research Process

This was a mixed-methods study with purposive sampling – adolescents and young adults (boys and girls) in the age group of 15–22 years having access to their own smartphone device or having access to a shared device. The researchers conducted focus group discussions (FGDs) using a participatory tool, 'Smartphone App Basket,' which was designed for this exercise. The FGDs were followed by in-depth interviews with boys and girls. To analyse the scale of some of the initial findings, the research team conducted a short survey with 102 respondents, 60 girls and 42 boys (15–22 years) using a Google form in Hindi.

Relevant Links / Outputs

[https://papers.ssrn.com/sol3/papers.cfm?abstract_id=5095193#:~:text=The%20study%20also%20explores%20how,not%20everyone%20was%20equally%20invested.](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=5095193#:~:text=The%20study%20also%20explores%20how,not%20everyone%20was%20equally%20invested)

<https://www.youtube.com/watch?v=OVacgb5dANO>

<https://www.linkedin.com/pulse/who-really-holds-phone-digital-realities-children-urban-margins-jmgjc/?trackingId=FsINOklGRvmed9Yk%2B%2FDLAg%3D%3D>

STUDY TITLE

Enabling Environments for Non-Traditional Livelihoods (NTL) Skilling of Women and Girls in India: A Case of Delhi NCR (Working Title)



Delhi NCR

Key Research Question / Study Brief

- To understand the structural and cultural barriers to women's access to NTLs.
- To identify organisational and pedagogical enablers that support women's sustained engagement in NTLs.
- To explore the role of feminist leadership, infrastructure, and community engagement in shaping outcomes.

**Insights on
Methodology/
Research Process**

A total of 10 KIIs were conducted using purposive and snowball sampling techniques. Each semi-structured interview lasted between 60 to 90 minutes and followed a flexible interview guide, encouraging participants to share perspectives beyond structured prompts. All interviews were transcribed and analysed using thematic analysis, which enabled the identification of patterns and meaning across the data.

STUDY TITLE

Digitalisation at the Frontlines: ASHAs' Experiences across Haryana, Rajasthan, Kerala, and Meghalaya

 Haryana, Kerala, Rajasthan, Meghalaya

Key Research Question / Study Brief	Using intersectional feminist lens, the study aims to analyze the ASHA workers' experience of digitalization of their work across four states in India
Collaboration Partners	ASHA Collectives Haryana , Kerala and Rajasthan; North East Network; Gramin Vikas Vigyan Samiti, Rajasthan
Insights on Methodology/ Research Process	<p>The research is based on multi-method qualitative fieldwork including in-depth interviews with ASHAs, trade union leaders, and key informants in the public healthcare system. Focused group discussions and workshops were conducted with ASHAs along with a desk analysis of relevant literature and policies.</p> <p>Most importantly, the study used an innovative 'dipstick' methodology, necessitated by resource and time constraint insights from previous sites were used as prompts to uncover similarities/differences.</p>
Impact / Contribution	<ul style="list-style-type: none">• The study contributes to reframing the discourse on technology as a solution for enhancing efficiency in healthcare by foregrounding the perspectives of workers.• Workshops were conducted in each state with ASHA workers which contributed in fostering free-flowing discussions about ASHAs experiences of digitalisation, and also shared research insights from other states enabling participants to compare experiences across different contexts.• As part of its knowledge dissemination efforts, the study produced a comic titled <i>Digital Ashayein</i>, designed to make the findings more accessible to wider audiences and enhance outreach. Beyond accessibility, such creative dissemination also facilitates public engagement and has the potential to spark broader discourse on technology and healthcare from the perspective of workers• The ASHA Film visually amplifies the lived experiences of frontline community health providers navigating digital transformations. By translating qualitative findings into a compelling narrative form, it not only broadens public engagement and accessibility but also fosters collective reflection and dialogue on the implications of digital labour in grassroots healthcare systems.
Relevant Links / Outputs	<p>https://164.52.210.154/jspui/bitstream/123456789/1849/1/Digitalisation%20at%20the%20Frontlines</p> <p>https://164.52.210.154/jspui/handle/123456789/1847</p> <p>https://www.youtube.com/watch?v=o1sgMhMThkI</p> <p>https://www.ideasforindia.in/topics/productivity-innovation/is-digitalisation-a-double-edged-sword-for-workers-in-indias-public-healthcare-system.html</p>

STUDY TITLE

UN women Study – Care Ecosystem and Scalable Care Delivery Models (Ongoing)



Kerala, Karnataka, Uttarakhand, Maharashtra, Odisha

Key Research Question / Study Brief	The key objective of this assignment is to identify substantive, high impact and potentially scalable care models related to childcare, eldercare and care for the disabled; and provide practical recommendations for a progressive, inclusive, and robust care economy, derived from the analysis of field and policy landscape
Collaboration Partners	UN Women
Insights on Methodology/ Research Process	The study employed a multi-pronged methodology combining desk-based research, and field-level inquiry along with a policy landscape analysis. To assess the economic dimensions, cost matrices are created. Additionally, care models were identified and documented at global, regional, and national levels, ensuring diversity and contextual relevance. For this documentation, in-depth interviews and Focus Group Discussions (FGDs) were conducted with key stakeholders. An online CSR funding survey was also carried out, supplemented by Key Informant Interviews (KII) with CSR leads and CSR beneficiaries, in order to understand the role and engagement of corporate social responsibility initiatives in the care sector.
Impact / Contribution	The study contributes to the design and development of substantive and potentially scalable care models across childcare, eldercare, and disability care. It also aims to generate actionable recommendations for leveraging CSR fundings in the care sector.



Photo By Nitin, Photography course student at ISST Community Outreach programme.

EVALUATION

Evaluation of the SEWA Aagewan Vikas Program (AVP-II)

In partnership with SEWA Bharat and Lok Swasthya SEWA Trust, ISST undertook the baseline evaluation of the SEWA Aagewan Vikas Program (AVP-II). Using a mixed-method approach, the study aimed to assess the effectiveness of SEWA's grassroots leadership model. Through extensive fieldwork across Bihar, Jharkhand, Nagaland, Uttarakhand, and Gujarat, ISST developed and tested context-specific indicators and tools to capture Aagewans' experiences. The evaluation strengthened the understanding of women's leadership in the informal economy and laid the foundation for tracking change in the coming phases of the program.

MEL Partnership with Home Net South Asia (HNSA)

As the Monitoring, Evaluation, and Learning (MEL) partner for the project "*Catalysing Collective Action Towards a Violence-Free World of Work for Women Home-Based Workers in South Asia*" supported by the Laudes Foundation, ISST continued to document and assess the impact of trainings and advocacy efforts across India, Nepal, and Bangladesh. The project built leadership among home-based workers, enhanced their understanding of workplace violence, and strengthened advocacy for recognition under ILO Convention 190. ISST's findings highlight shifts in awareness, collective action, and institutional engagement, marking significant progress towards safer, more equitable worlds of work.



Photo By Harsh, Photography course student at ISST Community Outreach programme.



Photo By Usha, Photography course student at ISST Community Outreach programme.

COMMUNITY OUTREACH

ISST's community outreach programme is anchored through the **Saathi Centre**, established in 2006 at the Kalyanpuri Police Station as a dedicated space for women and children from neighbouring communities. In 2019, the initiative expanded with the **Yuva Saathi Centre**, creating a safe and reflective space for adolescents and young adults to learn, engage, and lead change within their communities. The interventions have gradually focused more on employability and emotional wellbeing.

Together, the two centres nurture learning through play, dialogue, and creative activities on themes such as gender, work, citizenship, and emotions, while also offering vocational and life skills training. Guided by a gender-transformative approach, the programmes use interactive and participatory methods, with collaborations that deepen learning and community engagement.

This year, two key milestones were achieved — **finalisation of the demographic profile** of children at the Centre, which highlighted the need for nutritional support among many malnourished and anaemic children; and **completion of the curriculum of activities**, developed with the Eklavya Foundation, as a comprehensive record of the pedagogical initiatives and innovations undertaken at the Centre to strengthen the learning and academic performance of children enrolled at the Saathi Centre.

The following section encapsulates the activities undertaken at the Saathi and Yuva Saathi Centre:

BalUtsav 2025

This year's *Bal Utsav* focused on emotional wellbeing, encouraging children aged 3 to 16 to understand, identify, and express their feelings. In the weeks leading up to the event, interactive sessions, storytelling, and creative exercises helped children explore emotions like happiness, anger, sadness, and fear. Tools like journaling and a "feeling jar" supported those who found it difficult to express themselves verbally. The celebration day was filled with games, art, and reflection activities, allowing children to share their learnings joyfully. The initiative not only deepened emotional awareness but also strengthened trust and communication between children and facilitators.



International Women's Day 2025

ISST's Saathi & Yuva Saathi Centres celebrated International Women's Day 2025 with over 100 women from the Kalyanpuri community on the theme "One Step at a Time – Mental Health and Domestic Violence." Through interactive games, discussions, and street performances by Delhi University students, the event encouraged women to reflect on different forms of violence and its impact on their mental well-being. The celebration created a safe space for expression and dialogue, fostering awareness, solidarity, and self-care among participants.



Collaborations

ISST X Manzil Mystic

A session wherein awareness about menstruation was spread creatively through the means of music.

12 Girls, 7 Boys

"Music expressed what people are afraid to say with words."

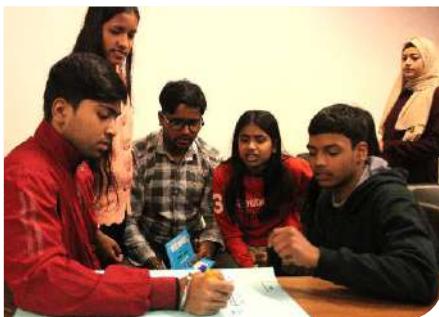
ISST X Shaurya Foundation

Session focuses on sensitising young boys and girls about different types of disabilities such as autism and awareness on symptoms, effects, treatment and so on.

ISST X C-FAR Organisation

Using participatory activities to engage children on issues of Gender discrimination.

Two-Day Youth Workshop at Gandhi Smriti, Rajghat, Delhi



Held on 4th and 5th March 2025 at Gandhi Smriti, Rajghat, this two-day workshop brought together **30 young participants from ISST's Yuva Saathi Centre**. Organised in collaboration with I Matter, The YP Foundation, and Restless Development India, the workshop aimed **to build awareness, confidence, and life skills among adolescents**.

Through interactive sessions and activities, participants explored a range of themes – from soft skills such as problem-solving, creative thinking, and decision-making to managing interpersonal relationships and coping with emotions. They also engaged in discussions on career pathways, interview preparation, understanding diverse gender identities, and sexual and reproductive health rights.

Creating 'Behtar Nagrik'

At ISST's *Saathi* and *Yuva Saathi* Centres, efforts continue to nurture informed and responsible young citizens. Through engaging discussions and activities, the teams create awareness among students about the Indian Constitution, with a focus on their constitutional rights and responsibilities. A learning tool, *Samvidhaan Live* is used to make these sessions interactive and relatable, helping children develop civic sensitivity and a deeper understanding of their role as active citizens.

Gender Sensitisation

At both the *Saathi* and *Yuva Saathi* Centres, programmes and activities are designed with a Gender Transformative Approach. The key aim is to help children recognise and question gender discrimination in their homes and communities, from a young age. Through thoughtfully designed activities and discussions, the teams encourage critical thinking, empathy, and equality, enabling children to challenge stereotypes and promote more inclusive attitudes in their everyday lives.

Some of the activities to increase gender sensitisation include -



- 1. Group Sessions:** 2-day workshop on gender sensitisation was conducted from May 21 to 22, 2024, for children in Group A (ages 13–16) and Group B (ages 11–14). The sessions included interactive discussions on society, gender roles, and inclusion, along with a Gender Vocabulary activity to explore perceptions and associations. The sessions helped nurture a sense of solidarity, respect, and shared responsibility among all participants.
- 2. Activity to Recognise Equal Family Labour:** aimed to highlight women's invisible household and care work, raise awareness about unequal family labor, and encourage respect and shared responsibility, especially among children and boys. A conversation that started with 'I do nothing' soon brought out a long list of everyday activities undertaken by women of the community as unpaid work. The activity, based on tools developed for the Growth and Equal Opportunities for Women (Grow) Programme, implemented by the Institute of Development Studies (IDS) and ISST in India and Nepal, was done with a group of young women from the community and children aged 7–15 years.

Apart from these focused activities, the team ensures that they imbibe a critical lens to question gender stereotypes through the everyday activities.

HIGHLIGHT

Each year the team curates Summer Camp for the children in the months of May- June. This is, the theme of the summer camp was, Gender, Hum aur Loktantra ki Samajh. A short film was developed to capture the process and learnings of the summer camp. The film is available on our website as well as on our YouTube channel

(<https://youtu.be/uJru3jzhM74?si=muChBWXVs9rLURvq>).



Photo By Harsh Rajput, Photography course student at ISST Community Outreach programme.

CAPACITY BUILDING

Every year, we strive to broaden the reach of our knowledge and experience, engaging researchers, evaluators, and community practitioners in meaningful ways. In 2025, we successfully completed the 8th iteration of the Facilitating Gender Transformative Evaluations (Early & Mid-career professionals) and the 2nd iteration of the FGTE Senior Professionals course in an online format. The Women and Work course was redesigned and launched in a more accessible format, and a pilot grassroots fellowship under our GBV theme was introduced to enhance reflexivity and gender analysis to strengthen the capacity of community practitioners.

Facilitating Gender Transformative Evaluation Course (Online)

For Early and Mid-Career Professionals

ISST's *Facilitating Gender Transformative Evaluation (FGTE)* course, launched in 2018, continues to build capacities in feminist and gender-transformative evaluation. In its latest cycle, **46 participants** from across South Asia were selected, with **32 completing** the course. Designed for early and mid-career professionals, it combines weekly modules, readings, and open discussions, offering a concise and engaging learning experience.



Feedback quote: "The best aspect of the course for me was the content being reader-friendly and interesting. For professionals like us, the course was efficient in terms of time management, concise in content and language. I really appreciate the ISST team for developing such well-designed material."

For Senior Professionals

In 2023, ISST introduced the *FGTE-Senior Professionals (SP)* course to cater to the learning needs of senior gender and evaluation experts. Of the selected participants in the 2024 cohort, **25 completed** the programme, representing India, Bangladesh, Pakistan, and Sri Lanka. The course blended self-paced learning with interactive sessions and peer discussions, fostering deep reflection and shared learning.



Evaluation of Facilitating Gender Transformative Evaluation – Online Courses

ISST undertook the evaluation of ISST's Facilitating Gender Transformative Evaluation (FGTE) online courses. Examined across content, pedagogy, delivery, and participant outcomes across seven iterations since 2018, the evaluation used surveys, interviews, and FGDs and found that the course has significantly strengthened conceptual clarity, feminist evaluation skills, and application of gender-transformative frameworks among participants. It highlighted strong curriculum design, committed faculty, and rich learning materials, while recommending enhancements in interactivity, mentoring, improving regional representation, and long-term sustainability. The evaluation affirms FGTE as a valuable and influential capacity-building initiative with clear and suggested pathways for scale-up and strengthening.

Women and Work Course

Over the past two years, the team evaluated and redesigned the Women and Work course to make it more widely accessible. Launched in two stages—Basic and Advanced—the basic course is open to all on the Teachable platform, while the advanced course follows a selective application process. The basic course enrolled over **300 participants**, with a **completion rate of around 20%**, and the first cohort of the **advanced course comprised 25 participants**, all of whom successfully completed it.



Embedded Research Fellowship Pilot 2024–25

A pilot Fellowship Programme, launched in 2024–25, was conceived as a space for reflection, dialogue, and co-learning between researchers and community-based practitioners on the issues of gender based violence among women informal workers. Rooted in the idea of embedded research, the year-long journey encouraged fellows to explore how gender-based violence shapes women's everyday experiences in informal work. Through interactive sessions, field immersions, and reflective writing, fellows began to question norms, unpack power relations, and articulate their lived realities with greater confidence and clarity. The programme became a shared process of listening, learning, and unlearning—building both knowledge and empathy—and reaffirmed ISST's commitment to grounding research in the voices and

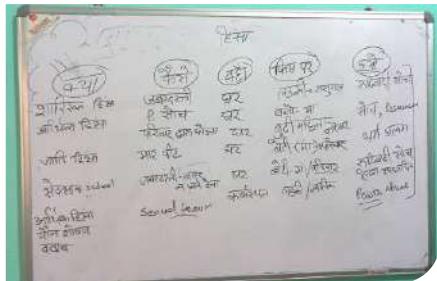




Photo By Aman, Photography course student at ISST Community Outreach programme.

LIBRARY

Established in 1984, the ISST Library is one of India's pioneering feminist libraries, housing a rich collection of gender-focused publications. All ISST publications are systematically archived on DSpace, a digital library platform, while the broader collection is managed through KOHA, an open-source integrated library system. Both platforms are cloud-hosted, allowing open access to anyone via the internet.

Located at the India Habitat Centre, the library is open to all on weekdays from 10:00 am to 5:00 pm, and its digital collection provides free access to resources for anyone interested in ISST's work.



COMMUNICATIONS AND OUTREACH

EVENTS AND WORKSHOP BY ISST

S. No.	Title	Date
1	Shram aur Hum 2024 Series (Theme in focus: Informality, Precarious Work and Care, Gender Based Violence and Work)	19 – 20th September, 2024
2	Shram aur Hum 2024 Series (Theme in focus: Women Powering the World of Work)	25 - 26th November, 2024
3	Shram aur Hum 2024 Series (Theme in focus: Gender and Digitalisation of Work)	12th December, 2024
4	Launch of the India Gender Report 2024	7th November, 2024
5	National Consultation on “Understanding the nature, forms and implications of structural violence against rural women in the context of agrarian distress”	22nd – 23rd October, 2024

Shram aur Hum Series 2024

The first Shram aur Hum event held in 2023 was well received and appreciated by our fellow researchers, community members, and colleagues. It gave us courage to continue the engagement this year as well through Shram aur Hum Series 2024. ISST launched its four focus areas or themes in the SAH 2023 – Gender Based Violence and Work, Informality, Precarious Work and Care, Gender and Digitalisation of Work and Women Powering the World of Work. The 2024 series took the understanding of themes a step forward with dedicated discussion around these themes with our fellow colleagues and organisations.

The Shram aur Hum series 2024 was thus divided into 3 events, the first hosted in September 2024 highlighting the themes Informality, Precarious Work and Care & Gender Based Violence and Work; The second was held in November for the theme Women Powering the World of Work and the final one was held in December for the theme Gender and Digitalisation of work. All three events had well-designed roundtables and panel discussions which helped us further understand the ever-changing perspectives of stakeholders in the ecosystem vis a vis women informal worker in different spheres of work.



The Roundtable on Childcare brought together diverse civil society actors to discuss the link between childcare and women's labour force participation, underscoring the need for stronger care infrastructure to support women's work.

ISST launched Digitalisation at the Frontlines: ASHA's Experiences across Haryana, Rajasthan, Kerala, and Meghalaya, highlighting how digital tools are reshaping frontline work—offering new opportunities while also creating challenges around workload and access.

The report *A Safety Audit of Rural Public Spaces in Gujarat: Negotiating Safe Spaces for Women and Girls*—a collaboration between ISST and Utthan, supported by EdelGive—examined how women and girls navigate rural spaces, calling for safer, gender-responsive public environments.



KEY HIGHLIGHTS

Release of ISST's 40th Year Book which reflects on the organisations' contribution towards women's work in India, especially by building evidence, discourse and dialogues.

The SuPWR Photo Exhibition united movements from four South Asian countries, featuring lived experiences and understanding of Theatre of the Oppressed, the method used by the team to understand the journeys of these movements, celebrating collective resistance and feminist solidarity.



A multi-stakeholder panel on social protection for women platform workers brought together representatives from Zomato, Ola Mobility, Urban Company, Broomies, and others to discuss gender-sensitive approaches to fair and secure work.



A focused dialogue examined how technology is transforming the lives of women informal workers—highlighting both its empowering potential and the inequalities it can deepen.

RESEARCH PRESENTATIONS AND PANEL ENGAGEMENTS

S. No.	Title of the Presentation	Presented by	Title of the event and panel (if any)	Organized By	Date
1	Opportunities and challenges in Home Care work in Kerala	Sreerupa	Workshop on Understanding Home Care Work in Kerala, Homebased care worker workshop in Kerala	International Institute of Social studies (ISS), Hague and Mahatma Gandhi University Kerala	6th September 2024
2	Center-Staging Women Farmers Identity, Work and Process of Collectivisation	Jahnvi Andharia, Ashmeet Kaur	National Consultation on “Understanding the nature, forms and implications of structural violence against rural women in the context of agrarian distress”	SOPPECOM, MAKAAM, ISST, Feminist Policy Collective	22nd – 23rd October, 2024
3	(Roundtable)	Sreerupa	Emerging Elderly Care Models - Opportunities for Improving Women's Engagement in Caregiving	IWWAGE, New Delhi	12th November, 2024 (Virtual)
4	(Co-moderator)	Sreerupa	Beijing +30 India CSO virtual consultation on Gender, Labour and Economy	Gender at Work, National Alliance of Women (NAWO) and UN Women	15th November, 2024 (Virtual)
5	Significance of gender transformative approaches in Evaluation	Jahnvi Andharia	5th Asia Pacific Winter School as a Mentor	EvalYouth Asia, Centre for Evaluation, UNFPA, APEA, IPID, APC HUB	30th November – 1st December 2024
6	Leveraging experience from existing initiatives for future of M&E education	Jahnvi Andharia	Monitoring and Evaluation Education Symposium in Colombo	Centre for Evaluation, APEA	3rd December, 2024

S. No.	Title of the Presentation	Presented by	Title of the event and panel (if any)	Organized By	Date
7	In-depth understanding of the POSH Act	Anweshaa Ghosh	POSH Training for staff of the Ministry of Rural Development, GoI	Ministry of Rural Development, GoI	17th December, 2024
8	Panel Discussion	Anweshaa Ghosh	Livelihoods India Summit, for the panel: Promoting Women's Engagement in the Gig Economy	Access Development Services & IWWAGE	19 December, 2024
9	(Roundtable)	Shipra	Creating Safer Online Spaces for Women: Tackling Social Media Aggravated Domestic Violence, focused on the theme Safe Internet - Tactics and Practices.	Ideosync Media Combine	4th January, 2025
10	Co-Chair	Jahnvi Andharia	65th ISLE Conference, for the Panel: Advancing Gender Equality in Work: India's Progress, Challenges and the Road Ahead	Indian Society for Labour Economics, Hyderabad	9th-11th January, 2025
11	Central Trade Unions, New Unionism, NGOs & the Current Labour Relations	Mubashira Zaidi & Areesha Khan	65th conference of Indian Society for labour Economics, for the panel: Labour Dynamics in the Garment Industry: Unionisation, Regional Challenges, and Workers' Voices.	Indian Society for Labour Economics, Hyderabad	9-11 January, 2025
12	Addressing challenges, breaking barriers, and promoting access and inclusion in STEM Education	Anweshaa Ghosh	International Conference On Gender and Technology for the panel: Launch of the 2023 GEM Report on Technology in Education in India	Amrita Vishwa Vidyapeetham	18th January, 2025

S. No.	Title of the Presentation	Presented by	Title of the event and panel (if any)	Organized By	Date
13	(Discussant)	Sreerupa	Reflections on the Past, Looking to the Future: Fifty Years of Towards Equality, Sub-theme-4: Women as Workers: Interconnections, Exclusions and Nuances	Centre for Development Studies & IWWAGE	3rd – 4th March, 2025 (Virtual)
13	Role of civil society organisations like NGOs and CBOs focused on working with migrant/local workers in the Garment Industry in Delhi-NCR region.	Mubashira Zaidi & Areesha Khan	Central Trade Unions, New Unionism, NGOs and the current labour relations in Delhi NCR	School of Liberal Studies, BML Munjal University	12th March, 2025
14	On the frontlines of digitalisation: Asha's experiences from India	Sreerupa	10th national bioethics conference, session Artificial Intelligence in Health Care: Ethics, Law and Human Rights Matters	Forum for Medical Ethics Society (FMES), the Indian Journal of Medical Ethics (IJME), and Christian Medical College Vellore (CMC Vellore)	28th-29th March, 2025
15	Occupational Safety and Health Hazards for Home-Based Workers	Sreerupa	'Behind closed doors: The invisible women home-based workers	FTK-CIT, Jamia Millia Islamia.	7th October, 2025

NEWSPAPER CLIPPINGS

Sustained for over a decade, the newspaper clippings service is a digital initiative managed by ISST's library team. Compiled and shared fortnightly, it covers a wide range of gender-related news, journal articles, and reports. It now reaches over 650 recipients – ISST staff, partner organisations, and researchers – with a 30% expansion this year to include Members of Parliament, senior academics, and institutional heads. Notably, Sudha Murthy and Jyothimani Sennimalai have acknowledged the value of this service.

Alongside the newspaper clippings, the Library team also shares the current contents of journals (on a quarterly basis).

It now reaches over 650 recipients – ISST staff, partner organisations, and researchers – with a 30% expansion this year to include Members of Parliament, senior academics, and institutional heads.

SOCIAL MEDIA ENGAGEMENT

ISST's social media outreach continued to expand in 2024–25, strengthening visibility across research, events, and community initiatives. Over 430 posts were shared across Facebook, LinkedIn, Instagram, and X, reaching more than 1.6 lakh users organically and attracting 3,480 new followers. The average engagement rate of 10.13% reflects growing audience interest in ISST's work. The year's major online campaigns included Shram aur Hum, 16 Days of Activism, Digitalisation of Frontline Workers, Women and Work Course, and community-focused initiatives such as Bal Utsav and Joy of Giving Week. Increased participation by team members in sharing and amplifying posts further enhanced reach and engagement, particularly on LinkedIn.

430
posts shared

1.6
lakh users

3,480
new followers

10.13%
engagement rate

PUBLICATIONS AT A GLANCE

Recent Publications by ISST

Research Study

1. Navigating Gendered and Structural Barriers to Aspirations: Experiences of Youth in Kalyanpuri, New Delhi - A Study Report
2. Beyond the Screen: Gender and Smartphone App Access, Use and Control Among Youth - A Case Study of Kalyanpuri, Delhi
3. Women's Land Rights in India: A Learning Document
4. A Safety Audit of Rural Public Spaces in Gujarat: Negotiating safe spaces for women and girls
5. Digitalisation at the Frontlines: ASHA's Experiences across Haryana, Rajasthan, Kerala and Meghalaya

Articles

1. Is digitalisation a double-edged sword for workers in India's public healthcare system? | Sreerupa
2. Who is to be Blamed for the Plight of Gig Workers? | Shipra
3. Urban food (In)security and the role of migrant informal food waste recyclers in Delhi | Sreerupa, Tanisha Dasgupta | Global Food Security, Volume 42, 2024
4. Women workers' strike: How to ensure safety in the age of platform-based gig work | Areesha Khan
5. 3 years on: Why the Dindigul Agreement still matters (even if little has changed) | Areesha Khan
6. Centering care in India's economic policy | Sreerupa, Harshita

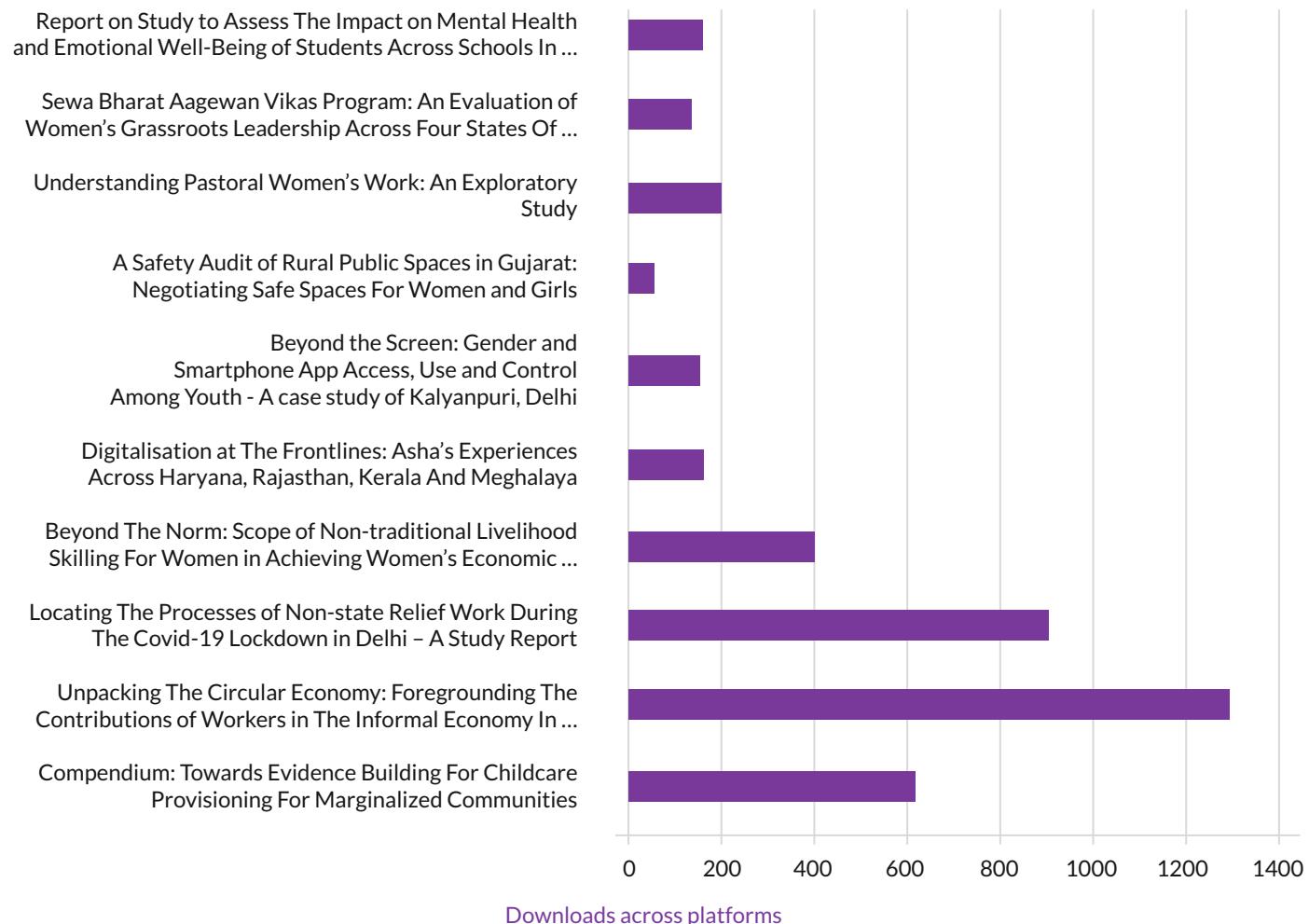
Blogs

1. Tools Adoption and Women's Evolving Role in the Traditional Fisheries Sector | Devangana Khargharia, Anwesha Ghosh | LinkedIn
2. When You Do 'Nothing' at All | Divya Khanna | LinkedIn

The library team ensures that all ISST publications are made available under a Creative Commons license. Apart from formal release and digital release on social media, ISST publications are widely disseminated through platforms like SSRN and SocArXiv, enhancing the organisation's national and international visibility. These platforms allow us to track views and downloads, helping us understand and measure our academic impact. Apart from these, citations are also tracked through Google scholars. Some of our recent reports such as "Women workers in the gig economy in India: An exploratory study" have been widely cited using Google Scholars.

Based on data from previous year, the graph below illustrates this growing engagement and reach.

ISST Reports



GENDER AND EVALUATION COMMUNITY ON NING PLATFORM

Now in its 12th year, the Gender and Evaluation Community continues to engage gender and evaluations professionals across the globe for advancing gender-responsive and transformative evaluation practices. Founded in 2011 and hosted on the Ning platform, the community today connects over 5,344 members worldwide, creating a dynamic space for dialogue, learning, and collaboration. Through blogs, discussions, vacancies, and shared experiences, members continuously exchange ideas that strengthen evaluation practices across contexts.

Our Monthly Corner has become a lively hub for creativity and knowledge sharing. Dedicated members consistently contribute their publications, enriching conversations and inspiring others to participate. Regular broadcast messages further boost engagement, encouraging members to share their voices and celebrate collective learning.

REFLECTIONS FROM THE YEAR

From a communications perspective, 2024–25 marked a period of consolidation and growth—both within the organisation and in its external presence. After sustained efforts over the past three years, the communications and programme teams are now working in closer alignment, enabling more cohesive and timely dissemination of ISST's work. The communications team has also taken on a stronger creative role, developing engaging collaterals that translate research findings and project insights into accessible, visually compelling formats.

To strengthen this collaboration, the team conducted a workshop with programme staff on enhancing professional engagement through LinkedIn, encouraging them to share their work and reflections more actively. Continuous engagement with the team also focused on helping them identify relevant and shareable content from their projects, fostering greater ownership and consistency in communicating ISST's work.

Externally, ISST's digital presence continued to expand, reflected in a steady increase in followers, reach, and engagement across social media platforms—signifying the growing resonance of ISST's work and perspectives within the wider ecosystem.



Photo By Harshdeep, Photography course student at ISST Community Outreach programme.

INTERNAL REFLECTIONS AND STRATEGY PROCESS

Collective Leadership Forum

To guide the organisation towards its vision and goals, the senior team meets every week to strategise, plan and monitor the processes. The meetings are a forum for the team to brainstorm on upcoming projects, collaborations and develop leadership skills.

Monthly Staff Meetings

ISST's monthly staff meetings have continued to serve as a platform for team members to share their milestones, learnings, and insights from their day-to-day work. The meetings also provide an opportunity for team members to discuss their challenges and seek collaborative solutions. The meetings usually conclude with a fun activity, fostering team bonding and helping everyone to get to know each other better.

Joint Community Centre Meetings

The Saathi and Yuva Saathi centre teams, with support from the admin team and in the presence of the Director/Associate Director, jointly hold these meetings. These meetings serve as a creative space where the community teams can share innovative ideas, create possible plans, share learnings, insights, and challenges. Both teams collaboratively plan their activities and events, seeking inputs and suggestions from their colleagues.

Quarterly Research Workshop

The quarterly research workshop provides a dedicated space for the research team to discuss their upcoming and ongoing studies. It's an opportunity to brainstorm methodologies, the ethics of research, explore new ideas, and identify ways to advance the existing studies. This focused environment encourages generation of ideas rather than just execution. (25th June 2024, 7th October 2024, 4th February, 2025)





PEOPLE, SYSTEMS AND ACCOUNTABILITY

BOARD OF TRUSTEES

ISST is registered as a Public Charitable Trust in 1980. It is governed by a maximum of 12 trustees and has two sub-committees: the Academic Planning Committee, and the Finance and Administration Committee.

Below is the list of Board of Trustees for the Financial Year 2024-25

- **Ms. Sarojini G Thakur**, Chairperson
- **Prof. Gita Sen**, Member
- **Ms. Kameshwari Jandhyala**, Member
- **Ms. Ratna Mangala Sudarshan**, Member
- **Prof. Peter Ronald DeSouza**, Member
- **Mr. Srinivas Kumar Alamuru**, Member
- **Prof. Ishita Mukhopadhyay**, Member
- **Ms. Renana Jhabvala**, Member

ANNUAL MEETINGS

Board of Trustees (BOT) 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 2024-25, the meetings were held on 31st July, 2024 and 28th February, 2025. Meetings were held with the required quorum to ensure oversight and compliance.

Academic Planning Committee (APC) Meetings

The members of the academic planning committee are:

- **Gita Sen**, Chairperson
- **Ratna Mangala Sudarshan**, Member
- **Kamlesh Gaur**, Member
- **Sarojini G. Thakur**, (Special Invitee)
- **Kameshwari Jandhyala**, (Special Invitee)
- **Peter Ronald DeSouza**, (Special Invitee)
- **Ishita Mukhopadhyay**, (Special Invitee)
- **Monika Sharma**, (Special Invitee)
- **Asadullah**, (Special Invitee)
- **Jahnvi Andharia**, Ex officio member
- **Sreerupa**, Convenor

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

For the year 2024-25, the APC meetings were held on 30th July, 2024 and 27th February, 2025.

Financial and Administrative Committee (FAC) Meetings

The members of the Financial and Administrative Committee are:

- **Srinivas Kumar Alamuru**, Chairperson
- **Kameshwari Jandhyala**, Member
- **Kamlesh Gaur**, Member
- **Sarojini G. Thakur**, (Special Invitee)
- **Jahnvi Andharia**, Ex officio Member
- **Asadullah**, (Special Invitee)
- **Nitin Shukla**, Accounts Manager (Special Invitee)

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

For the year 2024-25, the FAC meetings were held on 30th July, 2024 and 27th February, 2025.

TEAM

(For the year 2024-25)

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

India Habitat Centre Office, Delhi

- **Akila Ramesh**, Librarian
- **Alpaxee Kashyap**, Project Consultant
- **Anweshaa Ghosh**, Research Fellow and Program Lead
- **Areesha Khan**, Research Associate
- **Asadullah**, Associate Director
- **Ashmeet Kaur**, Research Consultant
- **Benu Verma**, Research Fellow and Program Lead (Till 30th April, 2024)
- **Camellia Reja**, Research Associate
- **Deepa**, Project Consultant
- **Diksha Shriyan**, Research Associate (Till 30th June, 2024)
- **Divya Khanna**, Strategic Communications Consultant (Till 31st January, 2025)
- **Jahnvi Andharia**, Director and Research Fellow
- **Kamalika Mukhopadhyay**, Programme Manager (Till 7th February, 2025)
- **Mananta Bora**, Executive Assistant (Till 28th February, 2025)
- **Mohan Singh**, Administrative Assistant
- **Mubashira Zaidi**, Research Fellow and Program Lead
- **Monika Sharma**, Communications Manager
- **Neha**, Executive Assistant to the Senior Team (Till 7th June, 2024)
- **Nitin Shukla**, Accounts Manager
- **Radhika Jagtap**, Executive Manager – Programs
- **Rajender Prasad**, Consultant

- **Rekha Raj**, Research Fellow and Program Lead
- **Saee Pawar**, Research Consultant (Till 30th April, 2024)
- **Shipra**, Research Analyst
- **Shivangi Deshwal**, Research Associate (Till 11th September, 2025)
- **Sreerupa**, Research Fellow and Program Lead
- **Tanisha DasGupta**, Research Consultant

Saathi Centre, Delhi

- **Brijesh**, Housekeeping and Office Assistant
- **Dharmender Kumar**, Community Programme Assistant
- **Kamlesh Gaur**, Coordinator
- **Neeraj**, Assistant Bachpan Programme
- **Nisha**, Math & Science Teacher
- **Poonam**, Community Mobilizer (Till 31st January, 2025)
- **Rajeev Kumar**, Field Coordinator
- **Ruby**, Bachpan Programme Assistant

Yuva Saathi Centre, Delhi

- **Ira Wadhwa**, Coordinator (Till 17th June, 2024)
- **Kavita**, Animator, Youth Resource Project (Till 30th June, 2024)
- **Sarita**, Coordinator
- **Vandana**, Animator, Youth Resource Project

THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013

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 31st March 2025 were:

- **Anweshaa Ghosh**, Chairperson
- **Ashmeet Kaur**, Member
- **Camellia Reja**, Member
- **Nitin Shukla**, Member
- **Rajeev Kumar**, Member
- **Vandana**, Member
- **Sudeshna Sengupta**, (External Committee Member)

The committee members sent monthly awareness materials to the ISST team.

The team also submitted the annual POSH report to the District Officer/Commissioner of Labour, Deputy Commissioner Office, South East Delhi.

FINANCIAL SUMMARY

Summary Statement Annual Income and Expenditure as on 31.03.2025

Particulars	Financial Year 2024-2025 (Rs. in Thousand)	Financial Year 2023-2024 (Rs. in Thousand)
Income		
Interest Income	1,734.00	1,984.00
Donations & contributions	202.00	414.00
Other Income	105.00	76.00
Overhead Charges	1,013.00	2,421.00
Project Grant	37,985.00	45,412.00
Total	41,039.00	50,307.00
Expenditure		
Administrative Expenses	3,606.00	3,212.00
Project Expenditure	37,985.00	45,412.00
Property Expenses	2,391.00	2,223.00
Trustee Meeting Expenses	240.00	210.00
Total	44,222.00	51,057.00
Excess of Income over Expenditure: 2024-25	(3,183.00)	(750.00)

FINANCIAL SUMMARY

Summary Balance Sheet

Particulars	Financial Year 2024-2025 (Rs. in Thousand)	Financial Year 2023-2024 (Rs. in Thousand)
Application of Funds		
Fixed Assets	5,800.00	4,985.00
Investment	29,039.00	44,105.00
Current Assets	5,926.00	4,470.00
Total	40,765.00	53,560.00
Sources of Funds		
Endowment Fund	21,800.00	21,800.00
Publication Fund	384.00	584.00
Building Fund	1,664.00	1,540.00
Fixed Assets Fund	4,136.00	3,445.00
Accumulated Surplus	3,640.00	6,823.00
Current Liabilities	123.00	110.00
Project Fund Balance	9,054.00	19,258.00
Total	40,765.00	53,560.00

*Auditors: A.K. Nair and Co., Chartered Accountants,
C 144, Lower Ground Floor, Sarvodaya Enclave, New Delhi 110017.

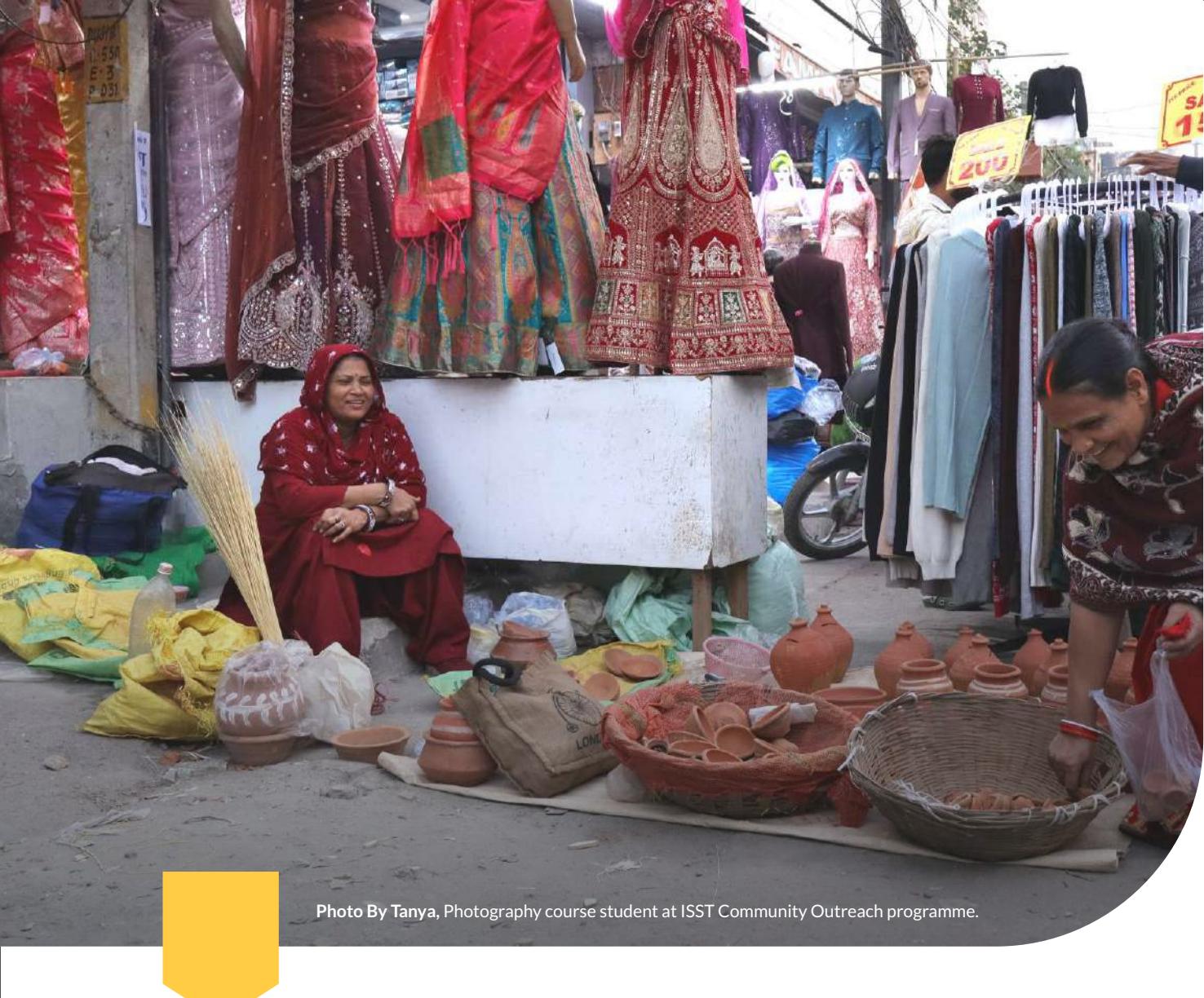


Photo By Tanya, Photography course student at ISST Community Outreach programme.

WAY FORWARD

Going ahead, ISST seeks to build on its long-standing legacy by deepening its engagement with the rapidly changing world of work. As digitalisation, climate change, and shifting labour markets continue to redefine livelihoods, ISST will focus on generating timely, actionable insights that foreground gender justice and equity, to leave no one behind.

The organisation aims to move beyond evidence generation to influencing systems and practice. This includes strengthening collaborations with grassroots organisations and networks to co-create locally grounded solutions and embedding feminist principles

within institutional frameworks of policy, research, and evaluation. Greater emphasis will be placed on capacity building and mentoring a new generation of feminist researchers and practitioners equipped to engage with complex development realities. ISST also plans to expand its presence in South Asia through cross-country learning exchanges, partnerships, and regional dialogues that promote shared approaches to gender-transformative evaluation and inclusive growth. Internally, efforts will focus on enhancing organisational resilience—upgrading monitoring, evaluation, and learning systems; diversifying resources; and fostering leadership within the team.

By combining reflective inquiry with strategic action, ISST envisions itself as a future-ready institution that continues to shape feminist thought, inform practice, and strengthen collective efforts towards a just and equitable world of work.

SPECIAL MENTION AND THANKS

Our work at ISST has been made possible through the steadfast support of our funders, partners, and alliances. Their trust, collaboration, and shared commitment have been central to advancing a gender-transformative approach to research, evaluation, capacity building, and community outreach, and to promoting gender-just and inclusive development.

We gratefully acknowledge their invaluable contributions.

- American Jewish World Service (AJWS)
- Ford Foundation
- Home Net South Asia
- Institute of Development Studies (IDS)
- South Street Green Room Foundation (SSGRF)
- The Emerging Markets Foundation Limited (Empower)
- UN Women
- Womanity Foundation
- Wipro Cares

Partners, Networks, and Alliances

- Community of Evaluators South Asia
- EVALGender+
- Evaluation Community of India
- Feminist Policy Collective
- FORCES
- Gender and Equity Network South Asia
- Women in Informal Employment: Globalizing and Organizing (WIEGO)

We sincerely thank the Designers and Production firms for translating our work into thoughtfully designed and accessible outputs.

- Arindam Das
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