



CENTRE FOR SOCIAL RESEARCH

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From the Director's Desk

The quarter began with a volatile start, by bringing forth important gender concerns into public domain. This included our successful rallies against the menace of female foeticide in 3 of the low sex ratio areas of Delhi. Women along with school children, teachers, local politicians, NGOs, social workers, media rallied together, banners upheld, shouting in unison "Ladka, Ladki - Ek Saman", with a mission of curbing the crime of female foeticide. This endeavour was widely talked about in the media questioning the very existence of the PC& PNDT act and its current effectiveness. Another heinous crime of trafficking in women and children was highlighted and pondered upon during our Annual Day Celebration on the 18th April 2008. CSR released a Manual for Training Police on Anti Human Trafficking. The manual focuses on sensitizing the police on the gravity of the cause and their approach towards the victims of the crime.

The "Meri Shakti Meri Beti" Project is heading towards its final stage. The project focused on the current situation of practice of female foeticide in 3 selected districts of Delhi. It also viewed the attitude of people on this issue as well as awareness and usefulness of the PC&PNDT act. As of now our research team is in the process of compiling the data and analyzing it. We will soon come up with the finding of this year long action based research. In this year, we are focusing on the issues deterring women work force to reach high level in their careers. With this aim, the research division is implementing a new project entitled: Women Managers in India: Challenges and Opportunities. Through this study we seek answers to as to Why women are adequately represented in the work-force, but hardly at the managerial positions and How to break the 'glass ceiling'. We had the first advisory meeting, with inputs for project coming from academicians, industry representatives and Ministry of Labour.

In its quest of creating Gender Friendly Environment at the Police Station, Joint Commissioner of Police, Delhi Police, Crime against Women Cell took an initiative along with our Gender Training Institute to build skills and sensitivities of the police personnel at the individual level across 14 Police Stations in the South West District of Delhi. Trainers from CSR are visiting the police station every week with an effort to bring in a sensitive change of approach in policing. It is anticipated that this will go a long way in facilitating communication between the police and the victim/complainant. We appreciate



co-operation from Shri Sudhir Yadav, JCP, who's sensitivity towards women issues has led to this successful initiative.

The most ambitious project for CSR this year, "*Train Contest Win - Enhancing the Role of Women in Strengthening Democracy*" is in its full swing. A detailed strategy for its implementation has been worked out and we are in dialogue with organisations all over India to be a part of this project. The process of indentifying 1000 women who would be attending the training on various political processes is underway. Also the training manual for this purpose is now taking a concrete shape.

Having international interns has always been a pleasure at CSR. They bring with them different culture, different working situations and lot of new ideas. Besides having interns who work with us on our ongoing projects, the first quarter of the year had 16 Interns from Iran for a month at CSR. They came with the objective of understanding the setup of development sector in India. They had keen interest in the working methodology of the NGOs in a democratic nation. The interns were placed with NGOs working on different issues all over Delhi.

It was indeed quite an eventful quarter of the year and we look forward to a progressive year ahead.

Dr. Ranjana Kumari
Director

MY PAGE

Reverberations of Violence

The term 'Domestic Violence' is hard to assemble into a definition subject to the purview of its nature and intensity. To me, the term broadly describes the disproportionate division of power among gender. To be able to understand its intensity, one needs to take into account the gravity of the issue. It can be traced back to primeval times where the role of woman was infallibly perceived to be one that of a subdued and weak being.

The question is not merely that of a stereotypical woman profile encapsulated in the minds of people but the underestimation of the role any woman is capable of playing.

Be whatever the reason for the extortion of woman in the hands of the so called ;male dominated society; promulgating their inherited 'Machismo', the attention needs to be paid to the right awareness that is critical to implement so that we see fruitful results in our endeavor to eliminate any signs of violence against women.

Domestic violence is one gruesome form of violence against woman that can be observed in any economic strata of the Indian society, it would be irrational to limit the gravity of the issue to national level alone as statistics have revealed occurrence of the practice worldwide, though one would know that it is more prevalent and worse in the developing countries including India. Incidents of the same can range from the experiences and testimonies narrated or untold by our household help; neighbor; colleague; friend or perhaps our own mother. The incidents and the prevalence rate may just go on and on.

Instead of merely ruminating over the pathetic subjection of violence against women in the domestic grounds, one needs to act in a manner as a civilized society needs to. The actions that can be implemented and practiced at the grass root level are abundant, although their streamlining has to be seen as one of the priorities.

The role of a woman in the domestic periphery is not one of subservient member but of a powerful & active supporter of family responsibilities be it in the form of income generator and contributor or a '**House Manager**' against the infallible title of a '**House Wife**'. One needs to spread the real picture of a woman which extrudes nurturance, empathy, tolerance and above all independence. Each woman needs to acknowledge the fact that bearing the extortion doesn't help either the victim or the culprit.

Let's help the society to rectify the miasma that puts the woman

bearing all of us in the underprivileged category of the powerless. We need to realize the fact that equality among gender is not an allegory but indeed justifiable.

Shrijna Dixon

Intern, Jesus & Mary College

Annual Day 2007-2008

"Gender Matters: Towards Engendering"

CSR commemorated its Annual Day with dignitaries from disparate fields who added to the proliferating spirit of the centre. The effort put into the relentless years of working towards the realization of a *humane and equitable society where gender justice is realized* was celebrated on April 18th with our annual day titled: "*Gender Matters: Towards Engendering*". The event at The Gulmohar Hall, India Habitat Centre was graced with the presence of Mr. Gary Lewis, Regional Representative, United Nations Office on Drugs and Crime- Regional Office for South Asia (UNODC-ROSA) and Dr. P. M. Nair, Programme Coordinator for Anti Human Trafficking, UNODC-ROSA. The participant audience included the academicians; NGO representatives; members of Indian Police Service; members of the Bureau of Police Research and Development (BPRD), media and the entire CSR team among others.

The day was felicitated by remembering the promises that CSR made during its inception; commemorating their fulfillment and by resolving to make newer promises. The highlights of the day were the release of the *CSR Annual Report 2007* and the *Manual For Training Police on Anti Human Trafficking*. Ms. Anju Dubey Pandey, Head, Gender Training Institute took the audience



CSR Team at Annual Day Function

through the event as she facilitated the programmes that unfolded during the event. The celebrations officially began with the welcome note from Dr. Ranjana Kumari, Director CSR as she narrated the journey of CSR from its inception years till now. In her own words, one thing that changed from then to now is the cumulative tenacity and progressive growth of CSR evident through the recognition from its partners and society at large. She asserted that dignified treatment of a trafficked victim was needed to ameliorate the trauma of human trafficking and to build her/his trust on the authorities. She also proclaimed without faltering that nailing solicitors under the law was anything but efficacious in curtailing human trafficking as clients who form a crucial other part of the picture have been ignored by the law. She stressed that more reforms and amendments in the existing legal system were needed to check the chain of demand and supply.

The same and more were added by Dr. Anand Kumar and Dr. Renuka Singh, the governing body members of CSR. The account of CSR's growth as an organization may have been intractable without iridescent words that came from both Dr. Kumar and Dr. Singh. The speakers at the dais (Dr. Ranjana Kumari; Dr. Anand Kumar; and Dr. Renuka Singh) unanimously brought to light the preponderate incidents of human trafficking and the inevitable need to combat it. In one such attempt, CSR and GTI have developed a Manual on Anti Human Trafficking, supported by the UNODC and the Government of India. The presence of Mr. Gary Lewis and Dr. P.M. Nair was most felicitous to release the manual with dignitaries from the police among the audience.

Ms. Shalini Mittal, Project Co-ordinator at CSR, reminisced the year 2007 that passed by with a power point presentation on the endeavors that CSR took up last year and their successful culmination. Following this, CSR Interns, Ms. Annikke Andre Barrett and Ms. Shrijna Dixon narrated their respective experiences of being mentored by CSR under programme titled "Mentoring Young Minds". With an influx of youths breaking through national and international borders, CSR has become an accredited name with diligent youths expressing the desire to be a part of CSR. The experiences shared by these interns were a conduit to put across the eagerness of CSR to welcome young minds.

The podium was then shared by Mr. Gary Lewis whose rhapsodic sharing of experiences of the UNODC work on anti human trafficking and the manual to be released on the same added to the zealous milieu. He shared the three pronged strategy of UNODC-ROSA to fight human trafficking i.e. Prevention, Safety and Prosecution. He shared out of his vast experience that in south Asian countries like India, the legal framework is robust



From left: Dr. P. M. Nair, Mr. Gary Lewis, Dr. Anand Kumar, Dr. Renuka Singh, Dr. Ranjana Kumari

and that police officers lack awareness of what may lead to prosecuting the perpetrators of trafficking. However, he was quick to add that among several initiatives by UNODC, the two years project in India can be etched to be the most successful. The offices one such initiative was to support the developing of the manual by GTI on anti human trafficking. The circulation of this manual across the police personnel is aimed to ensure ethical treatment of victims of trafficking contrary to present scenario. Following this, Dr. P.M Nair took the audience through the journey of the manual to this day of its release. The profound and motivating words that came from Mr. Gary Lewis and Dr. P.M Nair culminated into the unveiling of the Manual for Training Police on Anti Human Trafficking by Mr. Gary Lewis as he presented it to Mr. Nasir Kamal, Deputy Director (Training) at BPRD. With the manual being released, it lent hues of hope to replicating examples of good practice to other South Asian countries. The next moment saw the release of the CSR Annual Report by Dr. P.M Nair. Ms. Anju Dubey then shared the contents of the Manual. The contents were a manifestation to the aim harbored by both CSR and UNODC to make the manual user friendly and to include the nuances that may go unchallenged in attempting to combat the widespread issue of human trafficking.

Following this, Ms. Rekha Dubey, Counselor, Crisis Intervention Centre, Chhatarpur, shared one of the historic cases where a trafficked woman survivor was rehabilitated with CSR support. Upon listening to her, one was sure to come closer to the cause of anti human trafficking. Last but not the least, Ms. Pamela Suneja, Intern, GTI gave vote of thanks to all for taking time out to be a part of CSR celebrations and for indeed making the day a success that'll stay with CSR throughout. The same was perhaps made evident by some promising commitments written by the audience on the "I Commit..." card distributed to all.

RESEARCH DIVISION

CSR is an interface between academic inquiry and social action. The research division of CSR is motivated by the belief that the pursuit of knowledge should be a socially relevant activity. It should not limit itself to seminar rooms, professional journals, and unread official documents. Research in social sciences must be enabled to bring out certain social transformation. We believe that social science research can be made meaningful to society at large, by linking it with programmes of sustained social action. During the period from January to April 2008 while the Research division of CSR witnessed the culmination of the action-based project 'Meri Shakti Meri Beti' where we fought against unlawful sex-selective abortions of female fetuses; in another project we are looking to find out why when being equally experienced and qualified, less and less number of women managers are able to access top-level positions.

Ongoing Projects:

- "Meri Shakti Meri Beti" (My Strength My Daughter) - 'Save the Girl Child: Achieving Gender Equality by Addressing Sex Selection', An Action Research Project, supported by the Ministry of Health and Family Welfare (MOHFW), Government of India.
- 'Women Managers in India: Challenges and Opportunities', supported by the Ministry of Women and Child Development (MWCD), Government of India.



Action-based Research Project: "Meri Shakti Meri Beti" (My Strength, My Daughter) - Save the Girl Child:

Achieving Gender Equality by Addressing Sex Selection

"Female foeticide is an extreme manifestation of violence against women. Female fetuses are selectively aborted. As a result, about 10 lakh girls are missing from the Indian population,"

Women and Child Development Minister Smt. Renuka Chowdhury

Women are worshipped and revered in every form in India. For the women she symbolizes courage, strength, wisdom and prosperity in the form of "Shakti", "Durga", "Kali", "Saraswati" and "Mahalaxmi" who are worshipped across the country. In modern times, India enjoyed for the first time in the world; the unenviable record of electing for several years in a row a woman Prime Minister. Mrs. Indira Gandhi who gave India a firm leadership for many years to come; and currently the Indian parliament is considering reserving over 33% elected posts for the women. Yet these progressive developments cannot hide one of the worst impending "gender" crisis India is facing with the rapid depletion of women's population. The official census of the Govt. of India have revealed a sharp decline in the sex ratio of children in the 0-6 age group in the 10 years since the last census (from 945 to 927 females per 1000 males)

The Meri Shakti Meri Beti project involved the direct participation and cooperation of both the social public (households, community members, NGO members partaking in Focus Group Discussions and Social Audits etc.) and medical fraternity (interviews with stakeholders such as Doctors, Nurses, Dais, government hospitals and conducting medical audit in premises where sex detection techniques were present).

As part of the project, CSR organized walk against Female Foeticide in our three project sites. Representing the advocacy side of the project was the community mobilisation that took place in each district; culminative of MSMB's hitherto activities, three 'Walks Against Female Foeticide' were organised as a display of public condemnation against sex selection in particular, and gender discrimination in general.

Our first walk in **Najafgarh** on 27th February 2008 was truly exemplary of CSR's vision, as girls and boys, youth and elderly, rallied together, banners upheld, shouting in unison "Ladka, Ladki



School girls in Najafgarh participating in rally

- Ek Saman" (Boy, girl - are the same). A similar overwhelming response was received in **Punjabi Bagh**, during the walk organized on 4th March.

Around four hundred people comprising of students, doctors, local politicians, Kirtan Mandals, schools, universities, media, Employer and Employee Associations and Resident Welfare Institutions participated in the rally. The rally in our third project site, **Narela**, was organized on 7th March. The local community along with local NGO's (Navjyoti Foundation, Naikiran), school children,



Dr. Ranjana Kumari, Director, CSR, leading the rally in Punjabi Bagh

medical and various Government personnel participated in large numbers.

A simple yet thought-provoking question from Dr. Ranjana Kumari during closing ceremonies of rally, urged the girls in the audience to consider the significance of their parent's decision, when she said "How many of you are here because your maa and baapu chose to have a beti?" There was an upshot of hands, an exchange of glances, and the wave of nervous giggles as the girls realized perhaps the precariousness of their position, and their fortune in (of) life. We hope that these same girls will also



Community participation in Narela

do as their parents did, and welcome children into their lives without discrimination on the basis of their sex. Not until people think and believe in the value of the girl child, will we stop shouting *Meri Shakti Meri Beti* at the top of our lungs.

In Narela, the strong presence of NGO's helped in spreading the message in the community. The chief medical officers, district PC & PNDT authorities, dais and anganwadis were also very helpful in mobilizing the community. Particularly in Najafgarh, the anganwadi workers played a significant role. In Punjabi Bagh, it was mainly the Resident Welfare Associations which contributed to community accessibility. Community watch groups were formed in each area with active participation particularly from elderly women. For the purpose of mobilization and participation of community people, we had organized Focus Group Discussions (FGDs) in each area. Through FGD'S we had initiated a process of conversation and awareness about the magnitude of the problem of Female Foeticide. Many people were unaware about sex ratio, female foeticide or the sex ratios of India, Delhi or their own areas. Majority of them were inquisitive about the problem, while some debated about the preference of son over a daughter but a majority of them shared their experiences of gender discrimination.

A total of 60 medical audits were conducted amounting to 20 audits in each study area. Punjabi Bagh had the highest number of ultrasound clinics numbering 333. Among the three project sites, Punjabi Bagh was also noticed to be the residential area of mainly the affluent groups. We received maximum cooperation from the doctors and staff in Najafgarh area and had difficulties in Narela and Punjabi Bagh in accessing information. Since the project is in its final phase of report writing, some of the crude findings surfaced were: people in all 3 project areas voiced that they do not support female foeticide but are aware of such incidents happening in their areas, while the community saw boys' and girls' equality as desirable, they still believe in the exclusively male-dominated traditions of lighting the funeral pyre and the custom of patrilinealism (carrying the family name), the rise in nuclear families has meant that couples are no longer seeking their elders' advice in getting a foetus aborted and instead taking the decision independently and many respondents were oblivious to the fact that the fathers' chromosome determines the sex of the foetus; awareness and knowledge about the PCPNDT Act was minimal in the community, staffs of ultrasound clinics denied that machines were used for anything other than their legal intended purpose, Several doctors, during interviews, said that it is normally quacks and unregistered medical practioners who are performing sex determination tests; they are not professional doctors, but 'business men' looking for profit.

'Women Managers in India: Challenges and Opportunities'

Supported by the Ministry of Women and Child Development (MWCD), Government of India

Despite the existing legal provisions, women are often deprived from their basic rights, subjected to sexual harassment, given low-paid marginal jobs, excluded from the decision making in both politics and economy. While the gender inequality in many areas has been the agenda of social research and activism for decades, gender inequality in organizational leadership has been sadly overlooked. Data on Indian women managers is almost non-existing. The lack of data reflects the lack of attention to the issue of women in leadership roles.



The worldwide statistics shows that in 2000-02 women's overall share of managerial jobs was between 20% and 40% in 48 countries. In India, women constitutes 48% of work force population out of which 2-3% are in administrative and managerial positions (Census 2001), clearly indicating the discrepancy.

"The very fact of women being adequately represented in the work-force, but hardly present in the managerial positions got labeled as the *glass ceiling*, a barrier so subtle that it is transparent, yet so strong that it prevents women and minorities from moving up in the management hierarchy" (Morrison & Von Glinow (1990:p200)

The objectives of the project are to:

- conduct situational analysis of the managerial positions held by women in the target sectors
- identify the factors that create barriers for career growth for women and see whether they are gender specific
- recommend strategies to overcome the barriers

This includes the collection and analysis of information on

correlation, if any between career choices made by women and growth pattern, as well as of information on corporate HR policies, whether they are conducive or obstructive for women. In addition, case studies of best practices will be compiled.

To have a comparative analysis, the study will be conducted in various sectors. The focus will be given to the industries where women comprises a significant portion of the workforce:

- Hospitality and Tourism
- Finance and Banking
- Media
- Healthcare

The project will be conducted in three regions:

- National Capital Region
- Bangalore
- Kolkata

The study will depend on secondary sources and primary data. The primary data will be collected at three levels; at the entry level, the middle level and top management in Indian as well as in International companies. In addition, questionnaire will be sent to 200 companies in each sector to elicit information about HR/ gender policies and employee database from companies.

The initial secondary data collection has been conducted to find out the field realities in national level organisations and institutes. The first Advisory Committee meeting of the project has been held. Questionnaires are being prepared for field testing and subsequent field visits.

GENDER TRAINING INSTITUTE

Each experiential month that passes by adds to the division's prolific growth visible in and affirmed by the outcomes of the dynamic projects and activities at the institute. The first quarter of year 2008 witnessed the launch of the '*Manual for Training Police On Anti Human Trafficking*' and the progressive developments in GTI's current projects.

UNODC

Human trafficking is one of the growing concerns of India and has been increasing with an alarming rate. Trafficking is a transnational and trans regional crime and efforts on part of the police to deal with victims/survivors of trafficking need to be strengthened to ensure safe rehabilitation of the victims.

GTI collaborated with the United Nations Office on Drugs and Crime- Regional Office for South Asia (UNODC-ROSA) last year to develop a 'Manual for training Police On Anti Human Trafficking' (AHT). The manual focusing on the needs of the police personnel and developed by GTI was released by Mr. Gary Lewis, Representative, UNODC-ROSA and Dr. P.M Nair, IPS, Coordinator, Anti-Trafficking Unit, UNODC-ROSA on CSR's Annual Day at India Habitat Centre on 18th April and would be distributed in the police training institutes across the country. The manual developed by GTI attempts to ensure sensitive treatment of survivors of HT by the police. It focuses on promoting gender sensitive, victim sensitive and a human rights perspective in



Release of Manual for training Police on Anti Human Trafficking

practices and processes concerning anti-human trafficking. As emphasized by UNODC, this document is a precedent and timely resource material compiled into a handy manual imperative for training police to facilitate change in the outlook, attitude, behavior and language of police towards survivors of trafficking.

Train, Contest, Win

One of the prestigious projects titled 'Enhancing the Role of Women in Strengthening Democracy' supported by the United Nations Democracy Funds (UNDEF) has already been put to action. The project aims to create a pipeline of 1000 prospective women leaders across India by strategically representing the northern, eastern, western, and southern and north-eastern parts of the country. Efforts are on to collaborate with varied institutions and organizations including political parties at the National and state level to strengthen the ongoing objective of advocacy and lobbying on enhanced inclusion of women at the State Legislative Assembly and Parliament Level. The Project also aims to ensure a proper representation of marginalized women and women from SC/ ST

and OBC categories.

Crisis Intervention Centre (Delhi)

CSR-GTI has been relentlessly providing direct intervention services to help women survivors of violence through its six Crisis Intervention Centres (CIC) operating across locations in Delhi i.e. Sangam Vihar & Chattarpur (South District), Kalyanpuri (East district), Sunder Nagri (Northeast district), Daya Basti (North District) and Uttam Nagar (West District). These centres have been rendering legal aid and individual and family counselling to women in distress while simultaneously building their capacities to make them self-reliant.

Interface Programme

During the first quarter of 2008 apart from the regular activities like community meetings, Awareness Generation Programmes (AGP) and case handling, two interface programmes with stakeholders from the police, community based organizations and other NGO's were organized at CIC Daya Basti and Sunder Nagri on 15.04.08 and 24.04.08 respectively. Through these interface programmes we have been working towards creating a supportive environment so that victims of violence can approach the support agencies without any apprehension or anxiety. The agenda of the programme was "Protection of



CIC Interface Programme

Women from Domestic violence Act 2005: An effective tool to combat violence against women".

Intervention in Problems (Case Handling)

Women survivors of violence have been visiting our CICs where the counsellors not only intervene to resolve their problems but also to strengthen their self esteem. Counselling at CIC is not

merely an exercise to help rather an exercise to develop and bolster the inherent capabilities of the survivors. Statistical details

of the cases handled during this period are:

S. No.	Type	Registered	Solved	In Progress
1	Physical & Mental Harassment	61	49	12
2	Harassment due to alcohol consumption	9	6	3
3	a. Harassment for Dowry b. Dowry Death	15	12	3
4	Problem of Maintenance for livelihood	13	9	4
5	Sexual assault a. Attempt to rape b. Rape	0	0	0
6	Doubt on Character	1	1	0
7	Counselling a. Family Counselling b. Other	31	25	6
8	Divorce	7	5	2
9	(Bigamy) Problem due to illegal 2nd Marriage	2	2	0
10	Other	2	2	0
Total		141	111	30

Details of cases handled by CIC (Jan- Apr. '08)

Activities for the next Quarter:

- Four interface programmes one each at Sangam Vihar, Chattarpur, Uttam Nagar and Kalyanpuri CICs.
- Capacity building training of community leaders and counsellors.

Success Story at CIC

The case narrated below is one among many accomplishments of our CICs where cases have been resolved by the CIC intervention alone.

When Manju (27) contacted Kamlesh Premi, Counsellor, Crisis Intervention Centre (CIC), Sangam Vihar, she had suffered physical, verbal, emotional and economic abuse in the seven years of marriage at the hands of her husband and his family. When she joined her husband's household his parents began to make dowry demands, insisting that Manju provide funds for him to start a business. Manju is one of 7 daughters, and the demands were beyond her parents' means. Soon Manju became pregnant. During her pregnancy she felt unwell but was denied access to proper medical care and forced to work. 'If you want to eat, you

have to cook', her mother-in-law would say. She was not allowed any contact with her natal family. After the birth of her child, Manju was given no money to provide for her daily needs and those of the baby. She was restricted to one single meal a day. Her husband began to beat her regularly and, on one occasion, she was subjected to electric shocks. Manju managed to escape after secretly slipping a note to her sister at a family function, telling her family how much she was suffering. But when her uncle came to take her home, Manju's in-laws took away her baby son. She had to take the painful decision to leave without him, in order to escape from the violence. Kamlesh at the CIC helped Manju to file two cases at the Crime Against Women (CAW) cell: for physical and dowry harassment and for custody of her baby. Under the threat of a court case, her in-laws immediately returned the baby. For the following two years Manju stayed with her parents, weaving bicycle seat covers to earn a living. She was prepared to bring up her son as a single mother. In the mean time, Kamlesh counselled her husband regularly by phone. Today, the couple has reconciled and is living separately from the husband's parents. Manju's husband earns an income to support her, their son and

their new baby daughter, and he no longer beats her. 'Women in India,' says Manju, 'are often made to keep their mouths shut when they experience any violence'. People say to us, 'What about your reputation? You will be insinuated if you go to the police? But... I know that if I am suffering, I should raise my voice... And today, if my husband tells me he'll leave me, I'll just say to him, it doesn't matter, I am earning and I can take care of my children on my own.'

Note: Manju is a fictitious name and is used to protect the identity of the survivor.

Creating Gender Friendly Environment at the Police Station

The project '*Creating Gender Friendly Environment at the Police Station*' as envisioned by the Joint Commissioner of Police, Delhi Police, Crime against Women Cell has been brought to full fledged action by CSR-GTI in the south west district of the capital in coordination with DCP, South West District Delhi Police. The project aims to build skills and sensitivities of the police personnel at the individual level across 14 Police Stations in the South West District of Delhi Police and to inculcate gender sensitivities at the organizational level to ensure gendered and empathetic treatment of victims of violence with special reference to women. It is anticipated that this will go a long way in facilitating communication between the police and the victim/complainant. The project has been realized by delivering participatory trainings to the police stations on five modules focusing on women rights and related laws. So far, GTI has successfully conducted five trainings 15th March beginning on every Saturdays of the month.

In addition to the on-going trainings that the Delhi Police is imparting to its personnel, building competencies of its staff on gender issues is of utmost importance in the context of changing social dynamics with more and more women coming into the work force and also



Gender Sensitization Workshop at Police Station

in the context of the Delhi Police's interaction with the community with regard to issues like Violence Against Women with special focus on the laws and provisions related to Domestic Violence Act etc. The proposed gender friendly environment program is situated in this context of enhancing the knowledge and skills (KAP- Knowledge, Attitude and Practices) of the personnel as vibrant professionals as well as in sensitizing them at individual level for behavioural change. The effort put in by GTI hitherto in training the police personnel at the Police Stations has been yielding results which will certainly bolster the objective of the project and lead it to fruition.

Training Delivered

The trainings delivered by GTI are a tool to change widely prevalent notions on the role of both men and women in the society. We believe that for the empowerment of women, not only do obsolete roles and responsibilities attached with women need to be overhauled and transformed, but those related to men also need to be redefined and reassigned. Our trainings are designed to challenge and correct gender imbalance. The following trainings were delivered in the first quarter of the year 2008.

- Observation and experience has shown that during disaster management, gender stereotypes are evident in the roles and responsibilities disseminated to men and women to help/aid victims of disaster. The capacity building workshop by GTI at the National Institute of Disaster Management (NIDM) on 14th January was an attempt to understand the relation between gender imbalance and disaster management. Ms Anju Dubey Pandey facilitated this interaction.
- In an attempt to create and enhance gender awareness among the youth populace, GTI disseminated training to students from Lady Irwin College, University of Delhi on 8th, 15th and 22nd January. Among several topics discussed were Gender issues, Difference between Gender and Sex; Gender stereotypes, Gender Roles and responsibilities and gender budgeting. The discussion was facilitated by Ms. Anju Dubey Pandey through participative exercises and activities.
- The GTI has been relentlessly pursuing the issue of combating violence against women which often begins at the womb and ends at the tomb. As part of its efforts to combat female feticide, GTI was part of an interactive session on Gender and Female Feticide at the **National Institute of Public Cooperation and Child Development (NIPCCD)** with the Medical practitioners on the 30th January 2008. Ms Anju Dubey Pandey facilitated this.
- Similar interactions were held with the Medical practitioners



from the South district of Delhi on the 12th and 13th March at NIPCCD again. These too were facilitated by Ms Anju Dubey Pandey.

- A two day training session was held at the Sashastra Seema Bal (SSB), Ministry of Home Affairs with the objective to sensitize the SSB personnel about the meaning of Gender and its nuances in reference to individual and organizational growth and development. The trainings were held on the 26th and 29th of February at SSB and organized by the Delhi Commission of Women as part of the workshop named 'Gender Sensitization and Health Programmes'. The participants were higher, middle and lower level employees including both men and women in equal numbers. Ms Anju Dubey Pandey, Mr. Manish Singh and Ms Shrijna facilitated this interaction.
- A workshop on Sexual Harassment was delivered to about 50 blue collared factory women employees at Instyle Exports Pvt. Ltd on 14th March. The objective of the workshop was not only to educate and empower women employees to deal with sexual harassment at workplace but also to make sure that a contented and friendly work environment be maintained to overcome and prevent incidents of sexual harassment. Ms. Anju Dubey Pandey and Ms. Shrijna facilitated this.
- Participatory interactions were held with a diverse group of NGOs at NIPCCD on the 2nd April on the issue of Political Empowerment of women. Ms Anju Dubey Pandey facilitated this.

Events and Seminars Attended

1. A workshop on 'Sustainability, Capacity Building and Best Practices from International Learning' chaired by Mr. Malcolm Warwick, Chairman, Resource Alliance and facilitated by Dr. Pooran Chandra Pandey, Head, Times Foundation was

organized by the Times Foundation recently. Ms. Anju Dubey Pandey and Mr. Rajeev Narayan from GTI attended the workshop. The workshop focused on the question of development by reckoning its historical and global aspects; the successes and failures of overseas development; sustainability as a 21st century invention and the role of non-profit sectors in realizing human rights.

2. A national conference on "Save the Girl Child" organized by the Ministry of Health and Family Welfare, Government of India and inaugurated by honorable Prime Minister Dr. Manmohan Singh was held at Vigyan Bhawan on 28th April. The conference was attended by CSR team members Ms. Anju Dubey Pandey; Dr Manasi Mishra; Mr. Rajeev Narayan and Ms. Shrijna Dixon.
3. Delhi Legal Services Authority (Under the aegis of NALSA) organized 'All India Meet of Chairpersons And Secretaries Of Legal Services Authorities For Development of National Consensus on Socio Legal Audit of Poverty Alleviation and other Welfare Schemes In the special context of Rising Crime Against Women'. The various sessions in reference to the meet were held at Vigyan Bhawan on 3rd May. The event was attended by CSR team members Ms. Shrijna Dixon and Ms. Swati Bisht.

DEVELOPMENT DIVISION

Internship Connections Programme

The Centre for Social Research and the Academy for Educational Development (AED) jointly organized the Internship Connections Programme from 25th March to 19 April 2008. The program aimed to increase mutual understanding and capacity building of young



16 Iranian interns

professionals working in the fields of health, social work, education and the environment through sharing of technical knowledge and best practices.

In the first batch, CSR had an opportunity to have 16 Iranian working with CSOs in their country. The participants underwent a 30-day program that included four thematic conference workshops: Orientation Workshop on 25th March; Organizational Development workshop on 4th April; Workshop on Financial Viability and Social Legitimacy in NGOs from 9th to 11th April and Concluding workshop on the 16th & 17th April. All these workshop aimed at bringing clarity on the process and procedures of NGO development and working in a democratic setup. Through this program they had the opportunity to work with various Delhi based NGOs on issues of Education, Health and Environment. It gave an opportunity to the host organizations, the mentors in different NGOs, the teachers, interpreters and the participants to learn about each others work culture and society. There were fruitful discussions on the status of developmental sector in Iran. The interns also highlighted the efforts they were putting into have a good development network in Iran. It was an exchange program that brought forth the similarities and differences of the development processes in both the countries.

Capacity building on “Protection of women against Domestic Violence Act 2005”

With the Protection of Women against Domestic Violence Act 2005 (PWDVA) brought into force on October 26, 2006, it is required that women across the country are aware of the act. In one such attempt, the Division officially commenced the project named ‘Capacity Building of Service Providers, Advocacy and lobbying for Effective Implementation of Protection of Women against Domestic Violence Act, 2005’ with support from Inter Church Organization for Development Cooperation (ICCO) in April 2008. Following are the objectives of the project:

1. To build the capacity of the Service Providers (Duty Bearers) through five training of trainers workshops one each in the north, south, west and east region of India.
2. To build knowledge and do grassroots advocacy on the new law through five regional knowledge sharing consultations and media consultations across the country
3. To lobby with national government for effective implementation of the DV Act by using effective lobbying tools.

As part of the project, the CSR team is currently working on the Training of Trainers Manual to facilitate capacity building of the participants in question apart from working on the logistics of

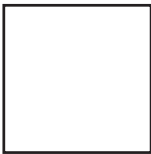


Workshop on “Protection of women from Domestic Violence Act”

the project. A one day workshop on the PWDVA facilitated by a representative from the Lawyers Collective at CSR on 10th April was attended by the project team to understand the vital aspects of the Act.

Reproductive and Child Health Awareness Generation Project

The one year project (May 2007- April 2008) on “Reproductive and Child Health Awareness Generation for adolescent girls and women in four villages of Chiraigaon block of Varanasi District of Uttar Pradesh, was implemented with the support from Department of Science and Technology, Government of India. The four project villages were Mokalpur, Amba, Chhitauni and Mustafabad. The base line survey was conducted in these four villages through a structured questionnaire. The survey in a nutshell revealed that the awareness on the significance of reproductive child health immunization, legal age of marriage, importance of delivery in the hands of trained persons at hospitals, need for nutritional intake during pregnancy, ante-natal and post-natal care, proper treatment of STDs and knowledge about AIDS are lacking and there is an urgent need to raise the awareness in these villages to curtail high rate of Infant Mortality Rate and Maternal Mortality Rate. During the project period painting competition on RCH was organized to examine their learning through visual depiction. As visual medium have a greater impact on people with low literacy level, we organized regular video shows in these project villages to make the women and the girls understand the impact of lack of awareness on RCH on them and how they can save themselves from falling a prey to such diseases. The project successfully completed on 30th April 2008. Presently the impact assessment survey data is under tabulation and writing of report in process.



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The Editorial Board acknowledges the contributions made by the CSR Team.

ABOUT CENTRE FOR SOCIAL RESEARCH

Centre for Social Research is one of the leading Women’s Institutions working in the field of social action since 1983. CSR was founded by a group of concerned social scientists dedicated to promote the empowerment of women, deprived castes and groups. CSR aims to empower women and enable them with the resources to be self-reliant individuals. It works at the grassroots, regional and international levels to raise women’s awareness of their rights, build into decision-making institutions from Panchayats to Parliament and to eliminate violence against women. The goal of the organisation is to achieve economic self-sufficiency and raise awareness on social, political and legal issues.