ANNUAL REPORT 2015-2016

WomenPowerConnect
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From the desk of the Chairperson

Dr. Ranjana Kumari
(Chairperson, WPC)

Dear Friends,

Greetings from WomenPowerConnect!

In the year 2015-2016, WPC worked on five broad issues. The five areas which WPC worked on this year are as follows:

- Firstly, WPC organised dialogues on Gender and other related issues in colleges of Delhi/NCR for students.

- Secondly, WPC continued with its work on enhancing leadership skills through capacity building trainings for women farmers in the states of Uttar Pradesh and Odisha in order to address the deep rooted problem of women being denied equal land rights in India.

- Thirdly, WPC organized a state level advocacy workshop in Tamil Nadu in order to assess the impact of government initiatives on enhancing the value of girls in Madurai. Later, the research was submitted to the National Mission for Empowerment of Women.

- Fourthly, WPC organized three state level consultations on child marriage and its links with violence against women, missing children, gender budgeting in three states of Madhya Pradesh, Jharkhand and Bihar.
• Fifthly, this year, *WPC became part of the PSI supported “Project Wajood”*, and focused on mapping the support services available for the victims of Domestic Violence as well as effectively addressing the issue of sexual harassment at workplace through workshops with the corporate organizations of Delhi/ NCR.

In addition, WPC was actively involved in other activities which form part of its core mandate – lobbying for enactment of the Women’s Reservation Bill, and networking with its members.

With all these activities, it has been quite a hectic and successful year for WPC.

The Annual Report will outline the progress of each of the five activities in details.

Thank You!

With Best Wishes
Dr. Ranjana Kumari
Chairperson, WPC
Message from the President

Dr. Vibhuti Patel (President, WPC)

Dear Friends,

Greetings from WomenPowerConnect!

I am delighted to share with you WPC’s Annual Report for the year 2015-2016. It is a pleasure to see WPC grow and expand its network of members. WPC’s core strength is its network of members, and hence, maintaining constant communication with our members and developing the capacity to work with our members all over India is a goal WPC strives for.

With a membership of over 1,400 individuals and NGOs, across the country, WPC has the competence to engage at multiple levels with capacity building, policy interventions and reaching out to the community on various issues pertaining to women.

I am pleased to share with you the hard work which the WPC team together has put in to complete two projects successfully this year, namely, (i) ‘Empowering Girls by addressing the issues of Child Marriage in Madhya Pradesh, Jharkhand and Bihar’ and (ii) ‘Impact of Government Initiative in enhancing the value of girls in Madurai’. This year also marked the beginning of Project Wajood. Under this project, WPC’s objectives include organizing corporate workshops in Delhi/NCR on, ‘Effectively addressing Sexual Harassment at Workplace’, mapping of support services available to the survivors of domestic violence, strengthening of the Internal Complaint’s...
Committee of corporate workplaces and organizing a National level convergence consultation in Delhi for stakeholder working on DV/IPV.

Our organization is strong and vibrant, and together we will continue our efforts to uphold a gender-just society by ensuring human dignity, gender equality, and building a promising future for the women of India. We are faced with massive challenges in terms of securing adequate representation for women in the legislative assemblies of state governments and the Parliament of India, translating gender commitments into financial commitments through gender responsive budgets, growing incidents of DV/IPV, sexual harassment at the workplace and stopping the declining child sex ratio. United efforts by women's groups is the need of the hour in order to mobilise public opinion on these crucial concerns.

Thank You!

With Best Wishes,

Dr. Vibhuti Patel
President
About WomenPowerConnect

WomenPowerConnect (WPC) is a national level organization of women’s groups and individuals working together for formalizing the process of legislative coordination. WomenPowerConnect was registered as an independent body on February 22, 2005 under the Societies Registration Act XXI of 1860, vide registration number 51796 of 2005. It has 1,400 individual and institutional members across the country.

The core idea of WPC is to bring activists and social thinkers on a common platform so that we can collectively work towards better legislative coordination. Our activities are aimed at influencing legislators and policy makers to frame gender-friendly policies which impact women positively.

A national level advocacy body was needed to bridge the gap between grassroots activism and policy outcomes. WPC arose as a unified voice for women’s organizations. WPC effectively and systematically advocates women’s issues to the Indian parliament and government.

The vision with which WPC works is to create a world where women realize their full potential to live with dignity and freedom of choice. In order to be able to achieve the above mentioned visions and goals, WPC aims at creating an alliance of organizations and individuals working with special
focus on issues relating to women’s empowerment. It is through this alliance that we will be able to impact the policy makers. The stronger the alliance, the stronger will be the influence on the legislature to enhance constitutional rights of women. This would help us in initiating a dialogue at the regional, national and international level to voice our concerns.

WPC has successfully completed projects with the support of a number of organizations. The key supporting organizations and the names of the projects for the year 2015-2016 are:

- **Friedrich EbertStiftung (FES)-“Genderlogue”**
- **Oxfam- Women’s Access to Control over Land’**
- **FORD Foundation -“Empowering Girls by addressing Child Marriage”**
- **Population Services International (PSI) - “Project Wajood”**
Activities undertaken by WPC and Partners

- **Ford Foundation: ‘Empowering Girls by addressing Child Marriage’**

Introduction:

The objective of the Project, ‘Empowering Girls by Addressing the issue of Child Marriage’, which started from the year 2012 and continued till 2015 had as its focus implementation of new strategies to eliminate Child Marriage in the focused states of the project, i.e., Bihar, Madhya Pradesh and Jharkhand. WomenPowerConnect collaborated with various national and state level networks on this pertinent issue of prevention of child marriage.

Activities undertaken on the third and final year of the Project are as follows:
On 13th-14th May 2015 a Two Day National Consultation on, ‘Empowering Girls by Addressing Child Marriage in India’ was conducted by WPC and other partners, which provided a national platform for CSOs, Government Officials, Representatives of Legal Department, UN to brainstorm on the issue of Child Marriage, its prevention and best practices. The main thrust of the consultation was to bring together the varied stakeholders from across the country on the same platform so that we can come out with solutions. This Consultation also provided an interface between the local and community level people including young girls and boys from the three Project states and the policy makers to accurately highlight the present situation and strategize for the way forward.
During the year 2015, demands from WPC partners of these three states, i.e., Jharkhand, Madhya Pradesh and Bihar were raised to include other interrelated topics that should be incorporated while addressing the issue of Child Marriage at the State Level. The Bihar partner especially insisted that for effective advocacy a gender budgeting perspective was essential for which capacity building was required at the state level. Therefore the Gender budgeting perspective was woven into the advocacy discussions in all the three states.

The Advocacy Consultation in Jharkhand (Ranchi) on ‘Empowering Girls to address the issue of Child Marriage and its linkage with Domestic Violence and Trafficking of Women and Girls was held on 10th and 11th September 2015; in Madhya Pradesh (Bhopal) the State Level Advocacy Consultation was on ‘Empowering Girls to Address Child Marriage and Violence against Women and Children in Madhya Pradesh’ which was held on 15th and 16th of September 2015; and in Bihar (Patna), the State Level Advocacy Consultation on ‘Empowering Girls to address the issue of Child Marriage and its linkage with Domestic Violence and Gender Budgeting’ was held on 23rd and 24th of September 2015. In these Consultations WPC’s implementing partners, Badlao Foundation and Chetna Vikas from Jharkhand, Mahila Chetna Manch from Madhya Pradesh and GENVP (Gramin Evam Nagar Vikas Parishad) from Bihar sought to include the Situational Analysis, Strategies, Challenges as well as Legal Framework and Systems and thereby devise an Advocacy Action Plan with a focus on Girl Child Marriage and linkages with Domestic Violence, Trafficking of Women
and Girls, Missing Girls, Child Rights and Gender Budgeting. The meetings in Ranchi, Bhopal and Patna had participation of about 80-100 people from different districts of each of these states. Government representatives, academicians and representatives from CSOs, NGOs, INGOs and UN agencies were present as panelists and shared their perspectives in all these consultations. The meetings provided a unique opportunity, especially for those coming from the districts and villages to interact on the above mentioned issues, the policies and schemes related to child marriage, including brainstorming on the challenges, and strategizing a way forward.

- WPC secured the support of UN Women to inter link advocacy on child and early marriage with violence against girls to initiate state level dialogue with government bodies within the overall perspective of gender responsive budgeting in 2015.

The primary outcomes and learning’s of these advocacy consultations were as follows:

- Partnerships were build and strengthened on advocacy efforts on empowering the Girl Child
- Strategies were formulated and an action plan devised for addressing state specific gender issues
• Interaction with state governments and other bodies with a view to take concerted action for effective and meaningful implementation of gender policies for combating child marriage
• Promotion of entrepreneurship among girls, support system for the protection of women and for enhancing their employment opportunity and making them aware of their legal rights
• Promotion and inclusion of gender responsive budgeting for achieving gender mainstreaming at the state level.
• Ensuring participation of children in Gram Sabha will especially help to strengthen School Management Committees to prevent corporal punishment.
• There is a need for awareness generation through community leaders and government officials.
• Involving prominent people from the community like local leaders, sarpanch, teachers etc.
• Sensitizing local workers like AWWs, ASHA Workers, ANMs, teachers, media, youth (Both Boys and Girls) and PRI members etc. on issue of child marriage and interlinked issues.

• The involvement of the relevant government and the judicial departments at the state level consultations has increased in the last one year. Social Welfare Minister in the Bihar government Ms. Parveen Amanullah, Secretaries in the key ministries in Madhya Pradesh, the judiciary bodies such as the District Legal Services Authority, Chairperson of State Women’s Commission, Chairperson of the State Commission for Protection of Child Rights in Jharkhand were all part of the programs organized by the partners in the state.
• WPC, on 2nd August met up with the new Chairperson National Commission for Protection of Child Rights (NCPCR) and shared about the role of NCPCR in ending child marriage in the country. Thereafter, on 23rd August in a letter to the government the National Commission
for Protection of Child Rights (NCPCR) has said that release of grant of Rs 30,000 to all minority girls who have passed class X must be de-linked with "marriage" and instead be used to encourage girls to continue education. This was in response to a scheme of the state government for matriculate minority girls which encourages child marriage.

- With regard to the increased efforts and interventions by the concerned Government departments, the organization did make some progress at the national level through its advocacy strategies, whereby WPC signed the charter of collaboration with NMEW to jointly work towards the implementation of the PCM Act in the project areas. The organization conducted sustained advocacy with the Ministry of Women and Child Development and state departments to ensure the effective implementation of the PCMA 2006.
- At the state level, the Women’s Commission and the SCPCR in the three states have taken notice of this issue in their respective states and have supported to work with the local NGOs in preventing child marriage in their states.
- With reference to the goal of increasing the network’s capacity, the work that was carried out in all the three project years has facilitated the NGO Partners, their network partners in the state and district to integrate this issue in their interventions.
- The efforts to improve and create an enabling environment can be seen through increased awareness and capacity of the stakeholders with respect to the issue of child marriage, the ill effects of it on an adolescent’s sexual and reproductive health, the rules in the state and the PCM Act. This was experienced during the monitoring visits by WPC staff to the community where task force members showed a lot of interest in wanting to know more and were asking questions on how to deal with certain challenges they face in their daily lives.
- The capacity training that was imparted to youth, frontline workers and Panchayat members has given them the confidence among other
things to question the families where there is child marriage happening and also report/share about it to the project team members. Marriages have been stopped by project team members in the state of Madhya Pradesh.

- With regard to the drop out of girl children there have been cases where members of the youth groups have encouraged the peer group members to continue studying and also made efforts to talk to the family members.
- Regular meetings in schools and follow-ups by the WPC partners in all these three states increased the rate of enrolment of children in the schools. School contact programmes had created a positive impact in the parents and among the community members to motivate them to ensure continuation of girls for higher education. Teachers from the high school and pre university colleges were motivated and they volunteered time to conduct awareness programmes. The teachers provided counseling support to the girls who faced social and family pressures to get married or discontinue their education. The school outreach was mainly targeted for the girls and boys of class 8th, 9th and 10th.
- WPC filed 26 RTI’s on 26th March, 2014 to various Departments of Women and Child Development to get information for its research on the Child Marriage issue. However, after rigorous follow-ups, WPC received 20 replies from the various departments. We have come up with a situational analysis paper from the information collected through the RTIs. This was prepared and released, among other documents like Four Advocacy Briefs, Child Marriage Report, and Empowering Girls by Addressing Child Marriage- a Situational Analysis, Empowering Girls- Endline Project Report and Resource Directory which was documented and prepared by eminent dignitaries in the National Consultation that took place in May 2015.
- Key policy makers at the state and national level were sensitized and reached through various consultations and meetings at the state and
national level. For example, at the Jharkhand State Level Consultation on Strengthening Implementation of Laws on Domestic Violence and Child Marriage in collaboration with the National Mission for Empowerment of Women, the partners and stakeholders got an opportunity to share their experiences on the issue of domestic violence and child marriage in front of them.

- Cross learning from the work done by other Ford Partners such as CREA and Breakthrough was an enriching experience for the WPC’s youth groups in the field.
- WPC provided the platform whereby various diverse stakeholders working on the issue of child marriage were brought together to build powerful consensus on key issues and ways to address early marriage in order to feed into existing policies and programmes at both the National and State Level to empower young girls, to provide an interface between parliamentarians and youth leaders including inspiring role models of girls from across the country, highlight best practices and model programmes and campaigns on prevention of child marriage in India. The stakeholders included representatives of the Government, UN as well as from the CSOs, NGOs and INGOs, including legal representatives, academicians, and heads of organizations. The National Consultation on, ‘Empowering Girls by Addressing Child Marriage in India’ in New Delhi is a good example of this.
- State Level multi stakeholder Advocacy Consultations were also organized in order to build a strong action plan on the issue of child marriage but deepen the future work in terms of sustainability by focusing on the linkage with domestic violence and trafficking of women and girls in the case of Jharkhand; linkage with the issues of violence against women and children in the case of Madhya Pradesh; And in the case of Bihar (Patna) -to empowering Girls by addressing the
issue of Child Marriage and it’s linkage with Domestic violence and Gender Budgeting.

- **OXFAM INDIA: ‘Ensuring women’s access to control over land’**

In spite of being major contributors in the agriculture sector and rural economy, dismal numbers of women have land holdings. Women farmers and female agriculture workers are subjected to gender-based discrimination and inequities such as negligible access to and control of land and assets, limited access to water, farming inputs (seeds, breeds, farm tools and equipment, sustainable fertilizers and pesticides), extension services and training, and credit and financial services. The constraints and challenges faced by them remain unaddressed in agricultural policy strategies and programmes. This in turn has negative impact on the agriculture sector itself as women farmers continue to work in adversities and with minimal support. Along with these concerns, South Asian women also face range of social and gender issues such as forced and early marriage, denial of basic rights like health and education, gender-based violence.

Within this context, during this year, WomenPowerConnect with the support of OXFAM-India worked towards building and strengthening the people’s movement for pro-women farmer policy and programmes that are aimed to address the deep-rooted problem of women farmers and women at large being denied equal land and property rights in India. During the programme period (2015-2016), Women Power Connect continued building on its past work of alliance building and on creating awareness about women farmers’ significant role in national economy and giving them their due recognition. In this endeavor, **WPC collaborated with MAKAAM, an alliance of more than 65 organisations that work with women farmers across the country.** **WomenPowerConnect under the Oxfam project supported “RASHTRIYA**
MAHILA KISAN SAMMELAN” (National Convention of Women Farmers), which was jointly organized by Mahila KisanAdhikaar Manch (MAKAAM) & Department of Agriculture, Government of Andhra Pradesh on 17 - 19 March, 2016 at Bapatla, Andhra Pradesh.

The Convention covered various themes pertaining to women farmers including land rights, commons, ecological agriculture, livestock rearing and pastoralism, fisheries, landless agricultural work, forest resources, value addition and processing, women farmers’ institutions, and women farmers’ roles within farmers’ movements. The Convention saw the participation of more than 100 delegates including women farmers, academicians, activists, government officials and representatives of organisations working with women farmers’ collectives and sangathans from 20 states of India. The event entailed parallel sessions, exhibitions and cultural programmes to meet its objectives, and had most of its sessions in an interactive format that facilitated mutual learning. The significant impact of this collaboration has been coming out of the Bapatla Declaration.

- **Women Farmer Leadership Training workshops**

WPC also collaborated with its state partners from Odisha to organize women farmer leadership training programme. While one of the Women Farmer Leadership Training workshops was held at Boipariguda, Koraput from 14 - 16 January, 2016, the other was held at Centre for Youth and Social Development, Bhubaneswar on 21st-23rd March, 2016. These trainings aimed at building the capacities of women farmers through nurturing self-affirming qualities such as self-respect and confidence in one’s own abilities. Because of the patriarchal mindset often women farmers’ hard work and their contribution to economy goes unacknowledged. Recognition and acknowledgement of one’s work and efforts often go long way in keeping the morale of women farmers. This further empowers them to assert their rights
and entitlements and is better equipped to deal with any adversities they face. Therefore, during each of these trainings, the efforts of leaders among women farmers were recognized and they were felicitated during the training programmes.

The programme also provided a safe space for women farmers to share and deliberate on several challenges faced by them in their course of work. Various experts took sessions with women farmers to disseminate knowledge on plethora of social and gender issues that concerned the latter such as land and inheritance rights, asset ownership, and gender based violence against women. These sessions were planned keeping in the mind that women farmers will be benefitted by information disseminated and will able to make informed choices in terms of accessing various schemes and services of the government. The sessions included issues on women’s access and control over resources, laws and legal measures.

The training leadership programme was a beginning of series of such leadership development programmes where women farmers will get opportunity to share their experiences. These trainings also reiterated the need for women farmers to collectivize at the district and village level to campaign for their rights and concern and advocate for policy and program changes. The participants shared that they see value in collectivization as through greater mobilization they would be able to address discrimination they face at individual levels but also will be able to contribute in making a more gender just society.
Within this project, WomenPowerConnect initiated mobilization and advocacy among urban youth on gender issues as a generic theme with special focus on women and their economic empowerment, which included issues of single women, other marginalized sexualities (LGBT) and women’s land and inheritance rights.

- “Relationship between Gender, Sexuality and Political Economy” on 16th February 2016

The Department of Political Science, Jamia Millia Islamia along with OXFAM India and Women Power Connect (WPC) organized a talk by Ms. Rituparna Borah and Ms. Ritambhara Mehta on “Relationship between Gender, Sexuality and Political Economy” on 16th February 2016. The talk explored the rights and violations of rights of third gender. It highlighted the negligence of state policies in protecting the rights of third gender (LGBT). At the end of the talk, students could see how the mainstream policies (political, legal, social, economic) and programmes are essentially hetronormative and how a gender and sexuality lens can help broaden the scope of political, legal, social, and economic policies and programmes.

- ECOCRACY organized on 8th & 9th March, 2016

In a two-day event of the Department of Economics in Jamia Millia Islamia (JMI), WomenPowerConnect collaborated with the Department students and organized several events such as debates, poster
making competitions, street plays, and lectures on the issue of gender equality. In the poster making competition participants had to create simple, expressive posters on either child trafficking or gender equality. A panel discussion was held with interactive discussion on "Equality debate- How far we have come?" The panelists were Prof. Surajit Mazumdar (Centre for Economic Studies and Planning, School of Social Sciences, Jawaharlal Nehru University), Anil Bhardwaj (Secretary General, Federation of Indian Micro and Small & Medium Enterprise (FISME)) and N. Paul Divakar (General Secretary, National Campaign for Dalit Human Rights. This discussion brought light on the prevailing income disparities in the country, the overall growth of the nation and why the “lowest income” band should be extended to cover all necessary basic needs. In the poster making competition participants had to create simple, expressive posters on either child trafficking or gender equality.


Introduction

WomenPowerConnect with the support from National Mission for Empowerment, an autonomous organization under Ministry of Women and Child Development; conducted a research study on “Impact of Government Initiatives on Enhancing Value of Girls’ in Madurai, Tamil Nadu. The objective of the research is reviewing the operational schemes namely, Cradle Baby Scheme, Sivagami Ammaiayar Ninaivu Girl Child Protection Scheme and Moovlaur Ramamirtham Ammaiayar Ninaivu Marriage Assistance Scheme that
are been implemented in the state of Tamil Nadu for enhancing the value of girl child. This research aims to determine whether financial incentives for the girl child provided through selected schemes have had any bearing on parental attitude and behavior with respect to the birth and care of girls.

WPC identified Campaign against Sex Selection and Abortion (CASSA) as a local research team as it is based in Madurai. CASSA is a state-level campaign formed in 1998 consisting of social groups, women’s organizations, human rights groups, advocates, educationists, researchers and professionals from various fields including doctors for the purpose of stopping the misuse of sex determination, sex selection technologies and techniques in medical practices and implementing a multi-pronged strategy for preventing the declining child sex ratio in Tamil Nadu. This campaign is also against using invasive technology and medicalization of conception and pregnancy and commoditization and commercialization of women’s reproductive capacities. CASSA would play an integral role in contextualizing the research in the local settings of the specified district in Tamil Nadu. At the end of the research, data would be generated which would assist the government in developing a more comprehensive National Strategy for Care and Protection of the Girl Child which would further the cause of addressing the adverse Child Sex Ratio in the country.

**OBJECTIVES**
• Analyze the component of the government schemes, access, and conceptual clarity and identify unintended negative consequences on women’s status.
• Determine whether financial incentives for the girl child provided through selected schemes have had any bearing on parental attitude and behavior with respect to the birth and care of girls or has benefitting by the schemes devalued them. If so, provide further recommendations for enhancing the impact of the existing schemes.
• Assess the attitude and opinion of the policy implementers about the concerned scheme.

The core research was based on, as follows:

Launching Special Schemes

A. Marriage Assistance Scheme

As economic reasons such as expense for education, dowry and marriage of daughters were listed as contributing factors for people indulging in female infanticide in addition to social, cultural and political factors, the marriage assistance scheme for poor parents to get their daughters married was introduced by the Government of Tamil Nadu in 1989.

The Scheme was called “Moovalur Ramamirtham Ammaiayr Ninaivu Marriage Assistance Scheme” named after the renowned Social Reformer Moovalur Ramamirtham Ammaiayr. It was launched on 3rd June 1989. The scheme was initially applicable to girls who studied up to eighth standard and attained the age of 18 years. Subsequently, the educational qualification for availing of this assistance was raised to tenth standard, so as to improve the educational status of the girls. The financial assistance which was Rs.5000 initially was raised to Rs.10000 from 21 August 1996.

The scheme was discontinued with effect from 1st April 2002 and later revived on 3rd June 2006 with an enhanced assistance of Rs.15000 per
beneficiary and in 2008; the assistance was again enhanced to Rs.20000. The financial support was enhanced on continuous basis and the current support is Rs.25000/- for girls who have completed 10th standard and Rs.50000/- for graduate and diploma holders along with 4 gms gold coin.

B. Cradle Baby Scheme

The Census Report of 1999 alarmed the Tamil Nadu Government as there was a sharp decline in the Child Sex Ratio (CSR) in the State and many districts in Tamil Nadu. Following consultations with UNICEF and NGOs, the then Tamil Nadu Government in 1992 introduced two schemes called “Girl Child Protection Scheme” and “Cradle Baby Scheme”. The goal of the scheme was the total elimination of female infanticide by the year 2000.

Cradle Baby Scheme was first introduced in Salem District as CSR in Salem District declined from 900 in 1981 to 849 in 1991, the lowest CSR in Tamil Nadu and the only district with CSR less than 900. In that period, the CSR of Madurai District dipped to 918 from 970 in 1981.

The cradle baby scheme allows the parents who were unwilling to bring up their female babies, to abandon the babies in cradles located in different places called ‘cradle points’ or can surrender the babies to the District Collector, District Social Welfare Officer or in adoption centers. The combination of media attention and repressive action against the practice of female infanticide led to the abandonment of a large number of babies in the cradles in Salem. In 1992 alone, 77 girls were left in cradles in Salem District. Between 1992 and 1996, 140 babies were placed in cradles under this Scheme. This scheme received no attention after the change of the Government in 1996. During the period from 1996 to 2001, only 10 new born were received under the Scheme.

This Scheme was later extended during 2001 to Madurai, Theni, Dindigul and Dharmapuri, as these districts were also found to be prone to this evil
practice of female infanticide. Cradle points were started in the above districts with sufficient staff and infrastructure facilities including telephone, lifesaving medicines, medical equipment, refrigerator and incubator. Cradles were also placed in the Public Places and Government Institutions. The District Social Welfare Office acts as a Reception Centre.

The ‘Cradle Baby’ scheme has attracted significant amounts of criticism from civil society, because it is seen as absolving parents of their responsibilities toward their daughters, and of promoting son preference. Several times the scheme has been closed, but then opened again due to reports of babies abandoned in unsafe places and increased infanticide.

Renuka Chowdhury, Minister for Women and Child Welfare Development, in the Report submitted in 2007, on ‘Child Protection in the Eleventh Five Year Plan (2007-2012) has proposed to launch Cradle Baby Reception Centre in each district, to reduce and check female feticide / infanticide. She proposed that the Shishu Grehas shall function as Cradle Baby Reception Centre. The detailed guidelines for setting up Shishu Grehas cum Cradle Baby Reception Centers and placing cradles at important locations were prepared. However, it was not implemented due to criticism from public.

C. Girl Child Protection Scheme

The Girl Child Protection Scheme, introduced by the then Hon’ble Chief Minister of Tamil Nadu in 1992, was the pioneer of all Financial Assistance Scheme meant for girl children in the whole country. This scheme is valid only to eligible families in rural region. The scheme was intended to cover 20000 families every year. In Salem district, 614 girls actually received this benefit over a period of 18 months.

If a mother aged below 40 years without a male child undergoes sterilization after the first or second girl child, Rs.3000/- or Rs.1500/- each in respect of single or two girl children respectively will be deposited in the name of the
girl child in Transport Development Finance Corporation. This deposit shall be renewed once in five years up to the date the child attains 20 years of age. On maturity Rs.1500 would become Rs.20,000 and Rs.3000/- become Rs.40,000 and the amount will be disbursed to the beneficiary. This scheme was renamed in the year 2006 as Sivagami Ammaiya Ninaivu Girl Child Protection Scheme in fond memory of the mother of the great leader K. Kamaraj.

The objective of this scheme is to prevent female infanticide, discourage preference for male child and to promote family planning. Now this scheme has been completely restructured to confer increased financial benefit to the girls belonging to poor families.

Key findings

1. The Cradle Baby Scheme saved 1.3 per cent of the missing girls in Tamil Nadu in the period between 2001 and 2011 and saved 4 per cent of the missing girls in Madurai District in the period from 2005 to 2011. The scheme reiterates the belief system of the patriarchal society that the female infants can be unwanted. The scheme encourages the parents to abandon their unwanted, newly born female infants, just because they are born as females. The infant mortality of the children received under the Cradle Baby Scheme was almost five times when compared with the IMR of the State. Surrendered female children are mostly higher order births and male children are mostly having anomalies.

2. Positive change is observed in gender difference in Infant Mortality Rate and incidence of post birth elimination. However, out of the 6 blocks taken up for the study, CSR declined in three blocks and it was very sharp in 2 blocks. Of the six blocks, the CSR was less than 900 in three blocks when analyzing the data in the three census periods. The analysis further proves that the pre-birth elimination contributes a lot
for the skewed child sex ratio as the IMR and IMR Gender Difference is narrowing down. The study result reiterates the result of the existing study that the scheme uptake was limited till 2001 and uptake was sharper after 2001. Though the key purpose of the schemes is to eliminate the practice of female infanticide, the beneficiaries of the schemes were mostly from the districts other than the infanticide prone districts. Though the assistance under the marriage scheme was raised and the income slab was raised significantly, the numbers of beneficiaries are sloping down. The beneficiaries reiterated that it is not the scheme that encourages them to provide at least up to high school level education to their daughters. About three fourth of the respondents opined that daughters are considered as burden and equated to expenditure as the tradition of giving dowry has expanded.

3. More than 90 per cent of the respondents opined that the honor of the family lies with the girl children and they need more protection to insulate from violence; they should have restricted mobility and return home before the day gets dark. The impact of this attitude resulted in the increase in early marriages. About 60 per cent of the respondents and the non-beneficiaries of the schemes were against the right of the girls to inherit family property. The study brought out the lacunae in the schemes and difficulties encountered by the potential beneficiaries in availing the benefits of the schemes. The study also documented many critical issues which is not directly linked to the objectives of the study, but need further study and to be addressed in different forums.

4. The study proved with supportive evidence that the post birth elimination of girls has reduced significantly. But it is replaced by the pre-birth elimination of daughters. The uptake of the scheme is not progressive. The scheme failed to alter the attitude towards girls and it is reflected in different forms. The spatial environment is not favorable to girls. Inheritance of property rights did not get local
support. The scheme failed to impact a sustainable and long-term solution to have enhanced values towards girls and to attain gender equality.

5. The study concluded with the policy recommendations to address the issue of decline Child Sex Ratio, son preference attitude, violence against girls, gendered socialization and gender discriminatory practices, traditional stereotypical values, gender responding budgeting and strict implementation of legislation pertaining to women and girls.

**Recommendations**

- A ‘National Policy for Girl Child’ should be formulated to protect the fundamental rights of the girl to be born, survival, development, protection and participation, considering the present and the future challenges, to achieve gender equality. All the State should be directed to formulate their respective ‘State Policy for Girl Child’, in par with the guideline of the National Policy, in the context of their geographical reality situation. The Policy should give direction to all legislation, policies, programmes and schemes directed at the girl child with the right perspectives.

- All the Schemes that launched both by the Central and State Governments to protect the survival of the girl children should be reviewed. A comprehensive Girl Child Protection Scheme should be introduced, incorporating the positives aspects, which can be implemented either by the State or the Central Government. **The Scheme Guideline for each scheme should be framed in vernacular language and make it available to public.**

- All the State Government should be instructed to take up Gender Budgeting Initiatives focusing on Gender-Responsive Budgeting, to
increase accountability, participation and gender responsiveness. The Centre should ensure that Gender Budgeting Cells are formed in all Ministries / Departments in all the States.

- The Cradle Baby Scheme should be scrapped as it violates many of the Child Rights Provisions enshrined in the National and International Instruments, just because they are born as a girl. There are private and government institutions/homes/orphanages readily receiving the abandoned children. The Cradle Baby Scheme encourages many parents to abandon their own daughters and to detest their responsibility in rearing their daughters.

- Pre-Birth Elimination of female foetuses should be addressed with serious efforts, as it contributes much for the declining Child Sex Ratio. The “Pre-conception and Pre-natal Diagnostic Techniques (Prohibition of Sex Selection) Act 1994 & Amendments 2002” (PCPNDT Act) should be strictly implemented.

- The State should ensure safe environment for the girls in the public places that incorporate gender sensitive urban/rural planning, strengthening the infrastructure services, public transport, policing, justice and support for the victims should be given priority, to address the increasing trend of violence against girls and women.

- As formal school education is a means of socialization and social control, the present curricula, content and the gendered construction of knowledge should be reviewed and a more critical and pro-active approach to equality and empowerment of girls should be adopted to impart proper value system, norms, social practices and customs. Gender has to be recognized as a critical marker of transformation, and must become an important principle in the curricular framework.
The school curriculum should include vocational skill training and life skill orientation to enhance the employability, capability to take control of their lives, critical thinking, positive self-image and self-actualization.

Population Services International (PSI):
“Triumph of Courage - Effectively Addressing Violence against Women in Delhi-NCR Region”

Introduction

“Triumph of Courage - Effectively Addressing Violence against Women in Delhi-NCR Region” is name of the project under WomenPowerConnect – Population Services International ‘Project Wajood’.

In this project, WomenPowerConnect as one of the implementing partners focused on the following:

Firstly, on issue of Domestic and Intimate Partner Violence to provide a more enabling environment and increased access to updated information on quality comprehensive GBV services and support available for women and girls experiencing violence to seek legal redressal and support services they can trust.

Secondly, sensitization of Corporate Workplaces to address the importance to have a gender sensitive and employee friendly environment along with the need to address domestic violence and sexual harassment at workplace.

The main objective of WAOOD is to sensitize the different support services available for survivors of domestic violence, transform the mind-set, perspectives and gender norms among young girls and women men and boys and provide the survivors of violence with an enabling and positive environment.
Objectives

The following are the activities which were addressed during this year of under the project:

Objective 1: To have updated information and analysis of services available for survivors of violence on gender based violence, especially on DV/IPV relevant for the workplace

Activity 1: WPC Wajood Advisory Group and Advisory Group Meetings

Objective - As an important objective of the project “WPC Wajood Advisory Group” was formed. The group comprises of twenty stakeholders from diverse fields like lawyers, UN representatives, corporate and government representatives, academicians, civil society representatives, Survivors of Violence, etc. The group was entrusted with the responsibility of guiding the team with their valuable guidance, recommendations, ideas, inputs, suggestions and recommendations on resource directory, mapping exercise and strategy to approach the corporates. As a part of the project Two Advisory Group Meetings were organized by WPC Team on 6th July 2015 and 28th January 2016 in New Delhi.

Outcome - The meetings gave an opportunity to bring together stakeholders from diverse fields on one common platform to exchange their valuable ideas and inputs on the different issues discussed related to resource directory and its structure, strategy to approach corporate sector, etc., in the meeting. The meetings had a positive outcome as it
helped the team in identifying possible strategies that could be adopted for making the project a success.

**Activity 2: Focused Group Discussion with Survivors of Domestic Violence**

Three Focused Group Discussions were conducted in the community with survivors of violence with respect to their experiences with support services and workplace. Action India, Centre for Social Research, Prayatn helped us organizing the FGD whose main aim was to access the experiences of survivors with respect to support services available for domestic violence survivors and also with respect to the workplace on 14th August 2015, 16th October 2015 and 10th December 2015 respectively.

**Outcome**

The major outcome of the FGD’s conducted with survivors of violence with respect to support services available to them and workplace are as follows:

Firstly, according to the survivors the there is a need to sensitize not just the support services available for Survivors of Violence but also there is a need to bring in a change of mind-set of people and society.

Secondly, the survivors wished that their workplaces and their employers need to be more sensitive towards them by providing them ample amount of support. The workplace must understand as the survivor of domestic violence if wished to avail the services then needs to be present at court or medical facilities etc., and in most cases they suffer a lot due to not at all supportive workplaces.
Thirdly, the most important outcome was the recommendations regarding the support services, which are as follows:

1. Police: they are expected to be proactive and quick in their investigation. They need to be more sensitive to a woman who needs their help as accorded in the PWDVA, 2005. They should not take the women too lightly or make them wait for their rightful justice. The women urge the police to keep a check on their helpline i.e. 181 as the personnel keeps transferring the compliant. Most of all, they are required to stop their patriarchal outlook for which they need to take extensive training sessions and legal counsel for their sensitization towards victims of domestic violence.

2. Courts and Lawyers: they must be well-informed about all the acts so that they are able to provide justice to all. Lawyers should never demotivate a woman if she wants file a case, as it is usually the last resort in case of Indian women. They are not supposed to misguide the women. Courts must help in the proper implementation of PWDVA, 2005. The judges need to be present on the date of the hearing to avoid delayed justice. Many of the lawyers don’t have any idea as to how to put the case under which act. The lawyers must be well informed and aware of the situation.

3. Hospitals: the hospital authorities often ask the injured woman to report the case to the police before attending to her wounds. They
need to understand the situation of the woman that most of the times; she cannot afford to take the matter outside her home.

4. The survivors wanted to get enough information regarding financial loans which they wished to take for their children’s education along with other similar financial services.

Activity 3: Mapping and an Analysis of the existing support structures and services available for survivors of Domestic and Intimate Partner Violence

Objective - The objective of this activity was to map the different support structures and services available for survivors of domestic and intimate partner violence in Delhi, for example, services like police stations, NGOs doing direct work on domestic violence, services provided by them, shelter homes and short stay homes, hospitals, protection officers, service providers (NGOs recognized by the state as certified Service Providers under the Protection of Women from Domestic Violence Act 2005 in Delhi), legal authorities and medical facilities.

Outcome

The outcome of this mapping exercise will be a comprehensive Resource Directory entitled as “Support Structures and Services for Women Survivors of Domestic and Intimate Partner Violence in Delhi”. The resource directory is a referral source containing updated information about the different support structures, services and organizations (government and non-government) which are working in Delhi for Survivors of Domestic and Intimate Partner Violence (IPV).

The Resource Directory will comprise of information like numbers, location and particulars of different support structures and services available for women affected by Domestic Violence in Delhi (including PO’s, SP’s, police, medical facilities, NGO’s and shelter homes). The directory is not only for the
use of the survivors but also for the people who assist her - Lawyers, Counselors, Protection Officers, and Medical Facilities.

**Objective 2: To support Corporate Companies to address Domestic Violence/Intimate Partner Violence at the Workplace**

**Activity 1: Situational Analysis on Gender Based Violence with focus on Domestic Violence and Intimate Partner Violence in the Corporate Sector**

Objective -A desk based situation analysis was done of the different corporates in Delhi NCR. The objective of this study was to understand if the policies provided by the corporates are gender sensitive and are benefiting their employees, especially, women employees, also whether they have an Internal Complaints Committee in place or not.

Outcome

The outcome of this exercise was a “**Situation Analysis Report of the different Corporates in Delhi NCR**”. The study reflects upon the different policies, benefits, remuneration packages and advantages corporates like “Birla soft, Genpact, Tata Steel, Maruti Suzuki, Bharti Airtel Limited, IFCI, DLF, and UNITECH, etc., offer to their employees especially women employees. The analysis done of the corporate sector reflected that most of the corporates have become gender sensitive and employee friendly with time and this was clearly visible in the policies, schemes and benefits that they offer to their employees. For example some of their gender sensitive policies are work from home policy, maternity, paternity and child care leaves policy, medical insurance, flexible working hours, day care center at office, etc. Their policies reflect that how the companies through their innovative approaches are contributing to the society at different levels like community, environmental, educational, societal, empowerment and health level, etc. These corporates have also adopted important programmes and policies like Sexual Harassment at Workplace Policy, Whistle Blower Policy, Work Culture
Policy, and Innovative Programme for Women Employees, etc., to promote a health and employee friendly environment. The report also gives a reflection of the present status of women in leadership position in the corporate sector. It shows that there are only few women in the corporate world who are at leadership position, senior management and executive/board of director team. It is primarily men who still hold dominant and important position in the corporate world as compared to women. The screwed man to women ratio in important and dominant positions in corporate world reflects that there is need to sensitize the corporate sector.

Activity 2: Sensitizing the Corporate Sector/Workplace on Domestic Violence/Intimate Partner Violence and Sexual Harassment at Workplace

Objective - To sensitize the corporate workplace about the importance to have a gender sensitive and employee friendly environment by addressing important issues like Gender Based Violence and Sexual Harassment at workplace through one to one meetings with senior or HR representatives of corporates followed up with “One Day Gender Sensitization Workshops” with the corporates.

Outcome 1: The outcome of these meetings was five successful “One Day Gender Sensitization Workshops for Corporates in Delhi NCR” with corporates like Hindustan Power Project Private Limited (HPPPL), Moser Baer India, FICCI, Elin Electronics Ltd and Transport Corporation of India. These workshops were mainly attended by senior representatives and had a mixed gender ratio. The workshops were mainly interactive with series of activities,
discussion and exercises like group work, film and advertisement clippings, input sharing, case study analysis, reflection on own thoughts, etc., several important issues were discussed like diversity at workplace, gender based violence and discrimination, domestic violence and sexual harassment at workplace. It was observed that for the first time Domestic Violence issue was successfully addressed at corporate workplace and people took interest in listening about the law and what the law said and why is it important for everyone to address gender based violence and domestic violence.

Outcome 2: Development of a Training Module/Curriculum with a focus on Gender Based Violence with a focus on Domestic Violence, Intimate Partner Violence and Sexual Harassment at Workplace with specific focus on Corporates. The Module has been developed for conducting full day gender sensitization trainings and workshops for corporates. The curriculum has been designed in a gender sensitive and employee friendly manner and in it different concepts and issues have been addressed.
Objective 3: Raised awareness among the government representatives on domestic violence/intimate partner violence and Sexual Harassment at the workplace

Activity 1: Meetings with Government Representatives to get suggestions and endorse activities

Objective: To conduct One to One Meetings with senior government representatives to brief them about Project Wajood, its objectives, take their suggestions and inputs on different activities and documents being developed/ executed under the project.

Outcome: Three “One to One meetings” were held with senior government representatives, heads and staff of different government departments like Department of Women and Child Development, National Mission for Empowerment of Women and Ministry of defence – Controller General of Defence Accounts.

➢ Friedrich-Ebert-Stiftung (FES): Genderlogue

Genderlogue at Lady Irwin College

A Talk by Dr. Vibhuti Patel on, ‘Gender Economics: Gender roles and Gender development’ Lady Irwin College

A discussion about the Gender Economics, Gender roles and Gender development was organized in Lady Irwin College on Raushni Deshpandey Oration held on February 26th, 2016. The event was arranged by WPC and Friedrich Ebert Stiftung (FES) in the Development Communication and Extension Department to provide an understanding of the gender equality in the past and its comparison with the present. Dr. Vibhuti Patel, an economist from SNDT University and trustee of Anusondhan, was the guest lecturer at the event along with Mrs. Anju Dubey Pande, programme specialist UN
women from JNU Delhi. Being a renowned economist, Dr. Patel initiated the lecture by explaining the term gender economics and its relevance as an academic discipline.

She emphasized and clarified the origins of Gender Economics that lie in the high mortality rate and low participation of women in the earlier years. This led to the concept of Gender Economics to boost the status of women. Touching upon all the major milestones and the history of the concept starting from 1970s, she spoke about the Equal Revolution Act in 1976 and the struggle of Leela Mittal and her sister who fought for Hindu Property Law to include women as co-holder in property. Changing patterns were now noticed in the women’s migration and SEWA became the first registered model of Trade Union for Women in the same era.

After completing the history, Dr. Patel discussed the current definitions and other important concepts in Gender Economics, for example: sex v/s gender, matriarchy, oppression & exploitation, socialization etc. Also along with it, she talked about gender analysis, how gender identity is formed. Gradually directing the course of the lecture towards the current situation of Public Economics (macro and micro level) and Economic Development, she also talked about other related aspects such as the various opportunities being provided to women in the current market and development process of the country.

Towards the end of the discourse, Dr. Patel talked about politics in Gender & Development, Economics in Gender & development and Ecology in Gender & Development and also showed the status of Gender gap sub-indexes in India. The students coming from the department of development communication were curious to learn more about the issue because of its proximity to their academic field and were motivated to break the silence. Dr. Patel ended the lecture with her last three words; Agency, Voice and Choice which are the
principles on which a woman should live upon and summarizes the concept of Gender Economics.

**Other Activities done by WPC**

1. **UN Consultation which involved all the partners of WPC from across the states on, ‘Prevention of Sexual Harassment of Women at Workplace: Strategy Meeting on Implementing the Law and Role of the Civil Society’**.

Objectives of the Consultation:

Since 1997, workplaces have been rightly informed of their responsibility towards the issue of Sexual Harassment at Workplace both through the Vishakha Judgment and also through the Act. Following the passage of the Act, it has already become evident through informal accounts that compliance with and implementation of the Act, read with Vishakha, present numerous challenges.

While we grapple to understand how to reconcile the application of the Act at the workplace within the equality vision of Vishakha, it becomes necessary to acknowledge the role of Civil Society Organisations (CSO’s) in the successful implementation of the Act. As members of CSO’s are represented as third party on the Complaints Committees’, both the Internal Complaints Committees as well as the Local Complaints Committees, a discussion on their role becomes extremely critical. An assessment of the existing capacities and strategies to enhance this engagement is the need of the hour.

The purpose of this consultation is to stimulate dialogue amongst organizations working on this issue, raise some of the issues posed by the
Act, share examples from successful cases and discuss strategies to strengthen their own capacities to effectively implement the law.

This consultation will be a precursor to a series of regional consultations with government, non-government, industry (workforce in the formal and informal sector) and other stakeholders who are actively working on the implementation of the Act through trainings and as members of the Internal Complaints Committees.

WomenPowerConnect’s partners from all across India were invited to be a part of this Consultation.

**2. Capacity Building Training on, ‘Prevention of Sexual Harassment at Workplace’ on 4th of November 2015**

The Capacity Building Training on, ‘Prevention of Sexual Harassment at Workplace’ was organized on 4th of November 2015 by WPC with support from CGDA Head Quarters, Ministry of Defense, New Delhi. The inauguration of the workshop was done by Mr. Mustaq Ahmad, Senior ACGDA (AN). The programme was aimed at building a common understanding of gender, diversity, gender discrimination, and conceptual clarity on the recently enacted Sexual Harassment at the Workplace (Prevention, Prohibition and Redressal) (SHW Act) for representatives of any organization/government sector/ corporates. The issue of domestic violence was also highlighted with particular focus on the provisions of the Protection of Women from Domestic Violence Act, 2005(PWDVA).

Through this workshop testing of the training manual for the Gender Sensitization workshop for the corporates in Delhi NCR was also done. This workshop was a success which led us to another follow up workshop with the senior officials of CGDA on 11th March 2016.
3. Capacity Building Training on, ‘Prevention of Sexual Harassment at Workplace’ on 11th of March 2016. This training was attended by the mid-level officials of the Ministry of Defense.

The Capacity Building Training on, ‘Prevention of Sexual Harassment at Workplace’ was organized on 11th of March 2016 by WPC with support from CGDA Head Quarters, Ministry of Defense, New Delhi. The inauguration of the workshop was done by Ms. Veena Prasad, Chairperson; Additional CGDA. The programme was aimed at building a common understanding of gender, diversity, gender discrimination, and conceptual clarity on the recently enacted Sexual Harassment at the Workplace (Prevention, Prohibition and Redressal) (SHW Act) for representatives of any organization/government sector/ corporates and their Internal Complaints Committee members, a redressal mechanism established under the Act. The role of the ICC being central to the implementation of the law, the workshop focused on addressing existing gender biases, law governing sexual harassment and any misgivings in respect to the Act. The issue of domestic violence was also highlighted with particular focus on the provisions of the Protection of Women from Domestic Violence Act, 2005(PWDVA).
4. Women’s Group Gathering on 1st of December 2015

‘Ab 33 Nahi 50’, a huge gathering of the masses was held on 1st of December 2015, where in WPC was one of the core group organizer and supporter at Jantar Mantar, New Delhi to put forth the demand for the Women’s Reservation Bill. The rally saw presence of different organizations, unions and eminent feminist and speakers who in a unified voice demanded passage of the Bill.

5. Silent March on 23rd December 2015

The silent march was arranged by the entire Women’s Group on 23rd of December 2015, to create an impact so that the Women’s Reservation Bill gets passed. More than 10 activists from different organisations stepped forward to support women’s representation in Parliament. More than 50-60 members gathered at Jantar Mantar to take part in the rally for passing the Reservation Bill. It started with standing on the pavement with the placards to seek attention of the people and tying a black ribbon or scarf on their mouth to symbolize the silence before the storm, if change in system does not happen.

All the activists held placards with different slogans, questioning [Why the delay?, Women in Parliament?], complaining [Sardi ka satrabarbaadkiya, mahila bill pass nahi kiya], and at the same time directing [ab 33 nahi, 50 chahiye] the government to base the bill on their new demand for 50% reservation. The demand changed because the people are disappointed in the government regarding their
reaction to the impending bill even 10 years after being passed by the Rajya Sabha in 2005.
Black ribbons were tied on the arms as a symbol of protest, to make a statement about removing the discrimination against women in the political arena and to attract the attention of the by-passers.
The media was not formally invited by the protestors and their organisations so there were minimal press to cover the rally. There were students present over there that covered the whole incident almost from its commencement. It was when the activists lied down on the road that the professional news-media people took notice and approached the representatives for brief interviews.

Outcome - The activists from different organisations have decided to conduct another rally for the same issue in the month of January and aim to involve more people in the protest for the desired impact on the government so that they pass the bill in Lok Sabha.

6. Letter to the Hon’ble Minister, Ministry of Parliamentary Affairs, New Delhi
A letter was sent to the Hon’ble Minister, Ministry of Parliamentary Affairs, New Delhi from the women’s group expressing the concern that 33% Women’s Reservation Bill seems to have completely disappeared from the agenda of the present NDA Government even after their election promise of ‘not 33% but 50%’. Thus, the women’s group activists demanded that the
Women’s Reservation Bill be introduced, taken for consideration and put to vote in the forth coming session of the Parliament to begin the new era in the legislative history of the country.
Important Meetings attended by WomenPowerConnect
<table>
<thead>
<tr>
<th>Year</th>
<th>Month and Date</th>
<th>Title of the program</th>
<th>Venue</th>
<th>Represented by</th>
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</thead>
<tbody>
<tr>
<td>April</td>
<td>9th April</td>
<td>Meeting with Ms. Sabita (Oxfam India) regarding various project activities for the third quarter.</td>
<td>Oxfam India Office</td>
<td>Aliya</td>
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<tr>
<td>April</td>
<td>24th April</td>
<td>Presentation from Interns about their work at WPC</td>
<td>Lady Irwin College</td>
<td>Radhika and Aliya</td>
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<tr>
<td>April</td>
<td>28th April</td>
<td>FES meeting with Damyanty on the future plans for carrying out Genderlogue</td>
<td>FES office</td>
<td>Radhika and Shilpi</td>
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<tr>
<td>April</td>
<td>29th April</td>
<td>Interaction with Service Providers and mapping of resources and services/trainers</td>
<td>Jagori</td>
<td>Achungmei and Vishal</td>
</tr>
<tr>
<td>May</td>
<td>18th May</td>
<td>Project related activites and plan for National Consultation</td>
<td>Oxfam India</td>
<td>Aliya</td>
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<tr>
<td>May</td>
<td>21th May</td>
<td>The queen question : socio economics &amp;political with exclusion</td>
<td>ISSI (Institute of social studies trust)</td>
<td>Janki korange and Nisha Kumari</td>
</tr>
<tr>
<td>May</td>
<td>18th May</td>
<td>Partner visit for Resource mapping and interaction with office staff &amp; activities</td>
<td>Prayatn</td>
<td>Vishal &amp; Achungmei</td>
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## Major Activities and Events organized From April 2015 to March 2016

<table>
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<tr>
<th>SL. N</th>
<th>Activity</th>
<th>Supported By</th>
<th>Partners</th>
<th>Date and Venue</th>
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<tbody>
<tr>
<td>1</td>
<td>National Consultation on, “Empowering Girls by Addressing Child Marriage in India”</td>
<td>Ford Foundation</td>
<td></td>
<td>13th-14th May 2015 at Juniper Hall, India Habitat Center</td>
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<td>2</td>
<td>Meeting of 1st WPC Wajood Advisory Group under the project Wajood</td>
<td>PSI- Wajood</td>
<td></td>
<td>6th July 2015 at Maple Hall, India Habitat Centre, New Delhi.</td>
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<td>3</td>
<td>1st Focus Group Discussion was held with survivors of violence of support services</td>
<td>PSI-Wajood</td>
<td>Action India</td>
<td>14th August 2015 at Mahila Panchayat, Sunder Nagari</td>
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<tr>
<td>4</td>
<td>Consultation on, “Impact of Government Initiative on enhancing the value of girl child in Madurai, Tamil Nadu’</td>
<td>National Mission of Empowerment of Women (NMEW)</td>
<td>CASSA (Campaign Against Sex-Selective Abortion)</td>
<td>19th August 2015 in Madurai, Tamil Nadu</td>
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<tr>
<td>5</td>
<td>State Level Advocacy Consultation on, “Empowering Girl by</td>
<td>Ford Foundation</td>
<td>Badlao Foundation and Chetna</td>
<td>10th-12th September 2015, Hotel</td>
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<td></td>
<td>Addressing the issues of child marriage and it’s linkages with domestic violence and trafficking of girls in Jharkhand</td>
<td>Vikas</td>
<td>Amaltas, Ranchi, Jharkhand.</td>
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<td>6</td>
<td>State Level Advocacy Consultation on, “Empowering Girls by Addressing the issues of child marriage and it’s linkages with violence against women and children in Madhya Pradesh</td>
<td>Ford Foundation</td>
<td>Mahila Chetna Manch</td>
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<td></td>
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<td>15&lt;sup&gt;th&lt;/sup&gt;-16&lt;sup&gt;th&lt;/sup&gt; September 2015, Hotel Palash, Bhopal, Madhya Pradesh</td>
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<td>7</td>
<td>State Level Advocacy Consultation on, “Empowering Girls by Addressing the issues of Child Marriage and it’s linkages with domestic violence and gender budgeting in Bihar”</td>
<td>Ford Foundation</td>
<td>Gramin Evam Nagar Vikas Parishad (GENVP)</td>
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<td></td>
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<td>23&lt;sup&gt;rd&lt;/sup&gt; and 24&lt;sup&gt;th&lt;/sup&gt; September 2015, Hotel Patliputra Ashoka, Patna, Bihar</td>
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<td>8</td>
<td>2&lt;sup&gt;nd&lt;/sup&gt; Focus Group Discussion was held with survivors of violence of support services</td>
<td>PSI-Wajood</td>
<td>CSR(Centre for Social Research)</td>
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<td></td>
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<td>16th October 2015, at the CSR (Centre for Social Research) office in Vasant Kunj</td>
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<td>No.</td>
<td>Event Description</td>
<td>Organizer</td>
<td>Presenter</td>
<td>Date/Location</td>
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<td>9</td>
<td>One day “Gender Sensitization Life Skills Workshop”</td>
<td>PSI-Wajood</td>
<td>Controller General of Defense Accounts (MD)</td>
<td>4th November 2015 at CGDA office, Palam</td>
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<tr>
<td>10</td>
<td>One Day “Gender Sensitization and Employee Friendly Workshop”</td>
<td>PSI-Wajood</td>
<td>Hindustan Power Project Private Limited (HPPPL)</td>
<td>5th November 2015, India International Centre</td>
</tr>
<tr>
<td>11</td>
<td>3&lt;sup&gt;rd&lt;/sup&gt; Focus Group Discussion was held with survivors of violence of support services</td>
<td>PSI-Wajood</td>
<td>Prayatn</td>
<td>10th December 2015 at CMC Hari Nagar</td>
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<tr>
<td>12</td>
<td>“One Day Gender Sensitization Workshop for Corporates in Delhi NCR”</td>
<td>PSI-Wajood</td>
<td>Moser Baer</td>
<td>The Summit Conference Hall, C INN Hotel, Greater Noida on 21st December, 2015.</td>
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<tr>
<td>13</td>
<td>Women Farmer Leadership Training workshop</td>
<td>OXFAM India</td>
<td>Center for Youth and Social Development (CYSD)</td>
<td>14&lt;sup&gt;th&lt;/sup&gt;-16&lt;sup&gt;th&lt;/sup&gt; January 2016, Boipariguda, Koraput</td>
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<tr>
<td>No.</td>
<td>Event Description</td>
<td>Organizer/Institution</td>
<td>Date/Location</td>
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<tr>
<td>14</td>
<td>Second WPC Wajood Advisory Group Meeting</td>
<td>PSI-Wajood</td>
<td>28th January 2016 at Hotel Iris Park, New Delhi</td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>A Talk on, “Relationship between Gender, Sexuality and Political Economy” by Nazariya</td>
<td>OXFAM India, Jamia Millia Islamia</td>
<td>17th February 2016, Jamia Millia Islamia</td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>Consortium workshop on Sexual Harassment at Workplace</td>
<td>PSI-Wajood, FICCI</td>
<td>19th February 2016, Tansen Marg, FICCI</td>
<td></td>
</tr>
<tr>
<td>17</td>
<td>Gender Logue on ‘Gender Economics: Gender roles and Gender development’ by Dr. Vibhuti Patel</td>
<td>FES, Lady Irwin College</td>
<td>26th February 2016, Lady Irwin College</td>
<td></td>
</tr>
<tr>
<td>18</td>
<td>Ecocracy</td>
<td>Oxfam India, Jamia Millia Islamia</td>
<td>8th- 9th March 2016, Jamia Millia Islamia</td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>One Day Gender Sensitization Workshop with Elin Electronic Limited</td>
<td>PSI-Wajood, Elin Electronic Limited</td>
<td>10th March 2016, Ghaziabad NCR</td>
<td></td>
</tr>
<tr>
<td>20</td>
<td>“RASHTRIYA MAHILA KISAN SAMMELAN” (National Convention of Women Farmers)</td>
<td>OXFAM India, Jointly organized by Mahila KisanAdhik aar Manch (MAKAAM) &amp;</td>
<td>17th – 19th March, 2016, Bapatla, Andhra Pradesh</td>
<td></td>
</tr>
<tr>
<td>No.</td>
<td>Event Description</td>
<td>Organizers</td>
<td>Venue/Details</td>
<td></td>
</tr>
<tr>
<td>-----</td>
<td>------------------------------------------------------------------------------------</td>
<td>-----------------------------</td>
<td>-------------------------------------------------------------------------------</td>
<td></td>
</tr>
<tr>
<td>21</td>
<td>One Day Gender Sensitization Workshop with PSI-Wajood</td>
<td>TCI (Transport Corporation of India)</td>
<td>19th March 2016 at TCI conference Hall</td>
<td></td>
</tr>
<tr>
<td>22</td>
<td>Women Farmer Leadership Training workshop</td>
<td>OXFAM India</td>
<td>Center for Youth and Social Development (CYSD)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>21st-23rd March 2016, Boipariguda, Koraput</td>
<td></td>
</tr>
</tbody>
</table>
## WomenPowerConnect’s Governing Body

<table>
<thead>
<tr>
<th>No.</th>
<th>Name</th>
<th>Role</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Dr. Ranjana Kumari</td>
<td>Chairperson</td>
</tr>
<tr>
<td>2</td>
<td>Dr. Vibhuti Patel</td>
<td>President</td>
</tr>
<tr>
<td>3</td>
<td>Ms. Gouri Choudhury</td>
<td>Treasurer</td>
</tr>
<tr>
<td>4</td>
<td>Dr. N. Hamsa, Member</td>
<td>Northern Region</td>
</tr>
<tr>
<td>5</td>
<td>Ms. Tara Sharma, Member</td>
<td>Northern Region</td>
</tr>
<tr>
<td>6</td>
<td>Ms. Rekha Mody, Member</td>
<td>Northern Region</td>
</tr>
<tr>
<td>7</td>
<td>Ms. Benita Sharma, Member</td>
<td>Northern Region</td>
</tr>
<tr>
<td>8</td>
<td>Sr. Jyoti Chetty, Member</td>
<td>Northern Region</td>
</tr>
<tr>
<td>9</td>
<td>Ms. G. Rashmi, Member</td>
<td>Southern Region</td>
</tr>
<tr>
<td>10</td>
<td>Ms. Bimla Chandrasekhar, Member</td>
<td>Southern Region</td>
</tr>
<tr>
<td>11</td>
<td>Ms. Indrani Sinha, Member</td>
<td>Eastern Region</td>
</tr>
<tr>
<td>12</td>
<td>Ms. Anju Sinha, Member</td>
<td>Eastern Region</td>
</tr>
<tr>
<td>13</td>
<td>Ms. Hasina Kharbhih, Member</td>
<td>North – East Region</td>
</tr>
<tr>
<td>14</td>
<td>Ms. Nandita Konwar, Member</td>
<td>North – East Region</td>
</tr>
<tr>
<td>15</td>
<td>Dr. Nirmala Buch, Member</td>
<td>Western Region</td>
</tr>
</tbody>
</table>
Names of Organisations, WPC worked with are as follows:

- OXFAM India
- AALI
- Ford Foundation
- Badlao Foundation (Ranchi)
- Chetna Vikas (Ranchi)
- Mahila Chetna Manch (Bhopal)
- Gramin Evam Nagar Vikas Parishad (Patna)
- National Mission for Empowerment of Women (NMEW)
- Campaign against Sex Selection and Abortion, Tamil Nadu (CASSA)
- Population Services International (PSI)
- Center for Advocacy and Research (CFAR)
- Action India
- Center for Social Research (CSR)
- Prayatn
- MARG
- Ministry of Defense (CGDA)
- Friedrich-Ebert-Stiftung (FES)
- Lady Irwin College
- Jami Millia Islamia (JMI)
- UN Women
- Joint Women’s Program
- National Federation of Indian Women (NFIW)
- Nazariya

Names of Corporates WPC worked with:
Moser Baer  
Hindustan Power Project Private Limited (HPPPL)  
Federation of Indian Chambers of Commerce and Industry (FICCI)  
Transport Corporation of India (TCI)  
Elin Electronics, Ghaziabad  

**WPC Secretariat Staff**  
2. Ms. Gayatri Sharma, Programme Director, from February 2016  
3. Ms. Aliya Tabasum, Programme Associate  
4. Ms. Tanvi Gupta, Project Coordinator  
5. Ms. Sangeeta Banerjee, Project Coordinator  
6. Ms. Achungmei, Project Coordinator  
7. Ms. Shilpi Singh, Programme Associate  
8. Ms. Parul Sethi, Programme Associate  
9. Mr. Vishal Ujjin, Programme Associate  
10. Mr. Lalit Singh Kataria, Accounts Officer  
11. Mr. Sandeep Mishra, Admin Assistant  
12. Mr. Sonu Kumar, Office Assistant  

**LIST OF INTERNS**  
1. Nisha Kumari, Magadha University  
2. Jankee Koranga, M.B.P.G College  
3. Dakshina Sharma, Jamia Millia Islamia University  
4. Sarita Kumari, Dept. of Social Work, University of Delhi  
5. Pooja Ichplani, Lady Irwin College  
6. Pravin Chanu, Lady Irwin College  
7. Anju Chaudhary, Lady Irwin College  
8. Shradha Shah, SNDT Women’s University
Member Communication

Membership Values
WPC Members add diversity, at multiple levels, which is a cornerstone to the organization’s existence and functioning. WPC members are dedicated to achieving gender equality, sustainable development and women’s rights across the country and help in achieving one of the missions of WPC; which is to be a National level representative body for building a sustaining community of vibrant members to work towards advancement of women in India.

Present Membership Status of WPC

List of Member Communication

<table>
<thead>
<tr>
<th>Month</th>
<th>Date of Member Communication</th>
<th>Content of Member Communication</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Annual Report 2015-2016</td>
</tr>
<tr>
<td>Date</td>
<td>Event Description</td>
<td></td>
</tr>
<tr>
<td>--------------------</td>
<td>--------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td></td>
</tr>
<tr>
<td>November 2015</td>
<td>Regarding a very important massive mass meeting to stand up for 50% Reservation for women in the Parliament on 1&lt;sup&gt;st&lt;/sup&gt; of December 2015 at Jantar Mantar.</td>
<td></td>
</tr>
<tr>
<td>December 2015</td>
<td>Shared information on the Virtual Police Station (VPS), an initiative taken by Commonwealth Human Rights Initiative (CHRI) to launch the Virtual Police Station (VPS) project which is a first of its kind training tool developed with the cooperation of the Rajasthan Police that allows the police, civil society and public to enter a police station virtually to explore every room in 360 degrees and learn the many processes and procedures that are performed every day.</td>
<td></td>
</tr>
<tr>
<td>Date</td>
<td>Event Description</td>
<td></td>
</tr>
<tr>
<td>--------</td>
<td>-----------------------------------------------------------------------------------------------------------------------------------------------</td>
<td></td>
</tr>
<tr>
<td>11th</td>
<td>Shared all the details of the event (‘Ab 33% Nahi, 50% Dena Hoga’) on 1st of December 2015, at Jantar Mantar. The organizations who were in support of Women’s Political Empowerment are: JWP, AIDWA, NFIW, CSR, AIDMAM, SWASTIK MAHILA SAMITI, THE HUNGER PROJECT, CBCI, VIVAT, WPC, GUILD FOR SERVICE, WAR WIDOWS ASSOCIATION, OXFAM, CARITAS, YWCA-D, YWCA-I, JAGORI, ANHAD, AIWC. The event was covered by many known media houses.</td>
<td></td>
</tr>
<tr>
<td>14th</td>
<td>Sharing of Information regarding a Photo-Exhibition organized by PROOF, along with CSR and NFIW have joined forces to bring the photo exhibition to New Delhi, and mobilize civil society, NGOs and the press on the earth-shattering day of December 16th to further the discussion on sexual violence in India.</td>
<td></td>
</tr>
<tr>
<td>29th</td>
<td>Sharing of a Handbook on, ‘Sexual Harassment of Women at Workplace’ which was prepared by Ministry of Women and Child Development.</td>
<td></td>
</tr>
<tr>
<td>31st</td>
<td>New Year Wishes were sent by the team to all our members</td>
<td></td>
</tr>
<tr>
<td><strong>January 2016</strong></td>
<td>20th Sharing of Aasha Kapur Mehta and Dolly Arora, Indian Institute of Public Administration, New Delhi has come up with a research base paper (Base Paper</td>
<td></td>
</tr>
<tr>
<td>Date</td>
<td>Event Description</td>
<td></td>
</tr>
<tr>
<td>-----------</td>
<td>-----------------------------------------------------------------------------------</td>
<td></td>
</tr>
<tr>
<td>21st</td>
<td>Sharing of an Image depicting the, ‘Age-wise details of Voters’.</td>
<td></td>
</tr>
<tr>
<td><strong>February 2016</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8th</td>
<td>Sharing of few interesting write-ups and articles.</td>
<td></td>
</tr>
<tr>
<td>22nd</td>
<td>Sharing of articles and newspaper clippings.</td>
<td></td>
</tr>
<tr>
<td>24th</td>
<td>WPC opened a question round in front of all the members to know how people feel regarding maternity leaves that women take from work.</td>
<td></td>
</tr>
<tr>
<td><strong>March 2016</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8th</td>
<td>Happy Women’s Day Wishes along with sharing of Information regarding WPC’s celebration of Women’s Day. Also, asked the members to share how they celebrated this day.</td>
<td></td>
</tr>
</tbody>
</table>
# Annual Statement of Accounts 2014-2015

## Balance Sheet as on 31 March 2015

<table>
<thead>
<tr>
<th></th>
<th>As on 31 March 2014</th>
<th>As on 31 March 2015</th>
<th>As on 31 March 2014</th>
<th>As on 31 March 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assets</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Capital Fund</td>
<td>5,64,001.00</td>
<td>4,24,041.00</td>
<td>1,18,754.95</td>
<td>153,283.61</td>
</tr>
<tr>
<td>General Reserve</td>
<td>2,657,546.62</td>
<td>2,657,546.62</td>
<td>1,390,000.00</td>
<td>1,390,000.00</td>
</tr>
<tr>
<td>Specific Reserve</td>
<td>599,466.00</td>
<td>599,466.00</td>
<td>599,466.00</td>
<td>599,466.00</td>
</tr>
<tr>
<td><strong>Current Liabilities</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interest Payable</td>
<td>3,283.00</td>
<td>3,283.00</td>
<td>3,283.00</td>
<td>3,283.00</td>
</tr>
<tr>
<td>Prepaid Expenses</td>
<td>40,000.00</td>
<td>40,000.00</td>
<td>40,000.00</td>
<td>40,000.00</td>
</tr>
<tr>
<td><strong>Total Current Liabilities</strong></td>
<td>5,26,000.00</td>
<td>5,26,000.00</td>
<td>5,26,000.00</td>
<td>5,26,000.00</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>8,64,509.62</td>
<td>8,64,509.62</td>
<td>8,64,509.62</td>
<td>8,64,509.62</td>
</tr>
</tbody>
</table>

## Accounting Policies and Notes to Accounts - Schedule "A"

As per Audit Report of even date attached.

Regd. Partner/Partner

Auditors/Accountants

Registered Accountant

Firm Registration Number: 0003019N

Place: New Delhi

Date: 14 September 2015

---

**Annual Report 2015-2016**

### Women Power Connect

#### Income and Expenditure Account for the year ended on 31 March 2015

<table>
<thead>
<tr>
<th>Schedule</th>
<th>Expenditure incurred out of projects' funds</th>
<th>Income</th>
<th>(Amount in INR)</th>
</tr>
</thead>
<tbody>
<tr>
<td>720,386.00</td>
<td>CMFAM</td>
<td>1,040.00</td>
<td>Membership Fees</td>
</tr>
<tr>
<td>3,384,321.00</td>
<td>Field Foundation (PF)</td>
<td>4,063,232.24</td>
<td>Grants received (net of refunds)</td>
</tr>
<tr>
<td>1,090,091.00</td>
<td>CARE India (for event on International Women's Day)</td>
<td>803,333.00</td>
<td>Consultancy Fees</td>
</tr>
<tr>
<td>452,411.00</td>
<td>CARE India (for event on International Women's Day)</td>
<td>344,672.00</td>
<td>Interest Income</td>
</tr>
<tr>
<td>20,000.00</td>
<td>Population Services International (PSI)</td>
<td>90,000.00</td>
<td>Income from Projects</td>
</tr>
<tr>
<td>250,000.00</td>
<td>National Mission for Empowerment of Women (NMEW)</td>
<td>23,477.00</td>
<td>Coordination Fees</td>
</tr>
<tr>
<td>2,700,141.32</td>
<td>Excess of Expenditure over Income (transferred to General Reserve)</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

### Other Expenditure

- Non-reimbursable portion of Salaries to Staff: 240,523.00
- Internship Fees: 70,000.00
- Bank Charges: 17,800.00
- Miscellaneous Expenses: 210,900.00
- Office Repair and Maintenance Expenses: 47,800.00
- Printing and Stationery Expenses: 400,000.00
- Travelling Expenses: 10,800.00
- Electricity Expenses: 87,300.00
- Food and Refreshments Expenses: 15,430.00
- Telephone Expenses: 96,000.00
- Postage and Courier Expenses: 50,000.00
- Annual Report Writing and Printing Charges: 3,000.00

### Annual Statement of Accounts (2014-2015)

#### Income and Expenditure Account for the year ended on 31 March 2015

- Excess of Income over Expenditure (transferred to General Reserve): 3,314,610.09

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**Accounting Policies and Notes to Accounts - Schedule "G2"**

As per Audit Report of the date attached

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**Annual Report 2015-2016**
कृतियाँ की रोकथाम के लिए आगे आएं समाज के लोग

कार्यालय का उद्धारण करते अष्टर सिकार विकास प्रशासन प्रसाद

संविधियों के बावजूद निर्माण अधिकारियों के हांगे की कार्य करते हैं, लेकिन इन कृतियों को रोकने के लिए, समाज के लोगों की आगे आना होता है। यह बात कार्यालय के साथ बांटे जाते हैं।

बाल विवाह रोकने के लिए आगरूकता बढ़ाने पर जोर देने के लिए समाज कार्यालय का समर्पण शुक्लार की हुई।

यूनिशन पार्ट नेशनल (नई दिल्ली), त्रिनादो बाल विवाह रोकने के लिए समस्या कार्यालय के साथ नेतृत्व करता है। कार्यालय ने यह जानिए कि यह बाल विवाह को रोकने के लिए हो सकता है।

वचन पत्रि रिपोर्ट | सांख्य

वचन पत्रि रिपोर्ट | सांख्य

Annual Report 2015-2016
Links of other News Clippings are as follows: