Annual Report
2016-2017
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FROM THE DESK OF THE CHAIRPERSON

Dear Members,

Greetings from WPC!

WPC has successfully completed one more year of advocacy, research and trainings on gender and women’s rights. This year, we held a consultation on the draft national policy for women (2016) released by the Ministry of Women and Child Development for which we asked all of you for your suggestions as well. We are grateful to those of you who responded and contributed by giving your suggestions. A copy of the recommendations submitted by WPC to the MoWCD is available on our website, www.womenpowerconnect.org.

WPC brought out three publications this year – a gender training module for workplaces, a handbook for ICC members, and a resource directory on support structures and services available for women survivors of domestic violence and intimate partner violence in Delhi- NCR. These publications are useful tools for trainers, external NGO members on sexual harassment committees and NGOs / CSOs undertaking case work for survivors. WPC continues its work on engaging with the youth through “Genderlogue” held in Jamia Milia Islamia and Bharati College this year.

As WPC develops its range of expertise on issues concerning women, I would urge you to proactively engage with the staff of WPC and keep us informed about the work you do, or if you have suggestions on any other activities WPC should be undertaking. While WPC does not have the requisite funds to hold a meeting with all its members, we can still engage through telephone, emails, whatsapp or skype chats.
As you are all aware, WPC’s Governing Body is constituted through a democratic process of elections. In the year 2018 we will be changing the composition of the GB and an email has gone out to all you requesting for nominations.

We hope to overcome the barriers we face due to shortage of funds by working jointly in a committed manner. I request each of you for your continued engagement and support.

Dr. Ranjana Kumari
Chairperson, WPC
FROM THE DESK OF THE PRESIDENT

Dear Members,

Greetings from WomenPowerConnect!

I am happy to share with you WPC’s Annual Report for the year 2016-2017. This year was an important year for us wherein the following publications were researched and compiled by WPC:

- Gender Sensitization training module for workplaces
- A Handbook for ICC members - FAQ’s on Sexual Harassment at the Workplace,
- Resource Directory- Support structures and Services for Women Survivors of Domestic Violence and Intimate Partner Violence in Delhi- NCR.

These publications are available on our website, and I would urge you to please take a look. Please feel free to request the WPC team for a hard copy of any publication you may require.

In addition, WPC received a grant from The Asia Foundation to compile a Resource Directory of Services available for survivors of human trafficking in the states of Delhi, Haryana and Uttar Pradesh. With the publication of these updated and comprehensive Resource Directories, WPC is well placed to refer women survivors of violence to the appropriate authority. I would request you to contact the WPC office in cases where referral assistance is required particularly in the northern States or in cases involving more than one jurisdiction.

WPC is also involved in Campaign for 33 % Conservation of seat for women in the Parliament of India.
In the year 2018, WPC will be changing the composition of its Governing Body in accordance with its bye laws. I hope that all of you received the mail requesting for nominations to be sent. I look forward to the change and to inviting new members to form the GB of WPC.

Please do write to us for any suggestions on any area of work or issue you want WPC to take up. As a network, our strength lies with our members. Networks and alliances can bring about change by working together and we hope you will read this report carefully, provide us with your feedback and that through this, we will be able to bring about a positive systemic change that will empower women in India.

Dr. Vibhuti Patel
President, WPC
ABOUT WPC

Women Power Connect (WPC) was born out of the realization that, despite substantial grassroots efforts, women’s organizations and groups in India lacked the necessary co-ordination for translating their efforts into legislative and policy outcomes necessary for real progress.

The organization which began in 2005, today is a national level advocacy body with a membership base over 800 individuals and NGOs, spread across the country. An integral aspect of WPC is its commitment to addressing gender discrimination from all angles and creating a gender just society by working towards the political, social and economic empowerment of women. Through successful partnerships with governmental bodies both at the National level and State level, UN agencies and its selected partner organizations in different states, WPC has been working on important issues and projects. This involves extensive policy analysis, policy advocacy, media advocacy, capacity building, research, alliance formation and community mobilization to engender social change and community empowerment.

WPC’s overarching aim is to create an interface between civil society organizations and governmental bodies and provide a platform for highlighting ground-level experiences. This has proven to be immensely effective in the delineation of key recommendations, identification of barriers to strategic policy implementation, facilitating the formation of committees with civil society and governmental representation.

WPC’s focus areas include:

- Passage of the Women’s Reservation Bill.
- Gender Budgeting.
- Effectively addressing the problem of Gender Based Violence.
- Empowering girls by addressing the issue of Child Marriage.
- Economic empowerment of women including building people’s movement for pro-women farmer policies.
- Arresting declining child sex ratio and the implementation of the Pre-Conception and Pre-Natal Diagnostics Techniques Act (PCPNDT) Act, 1994.
- Enhancing value of the girl child.

WPC also provides referral services to women/child survivors of gender based violence.
WPC ACTIVITIES

PROJECTS IMPLEMENTED

Project Wajood: “Triumph of Courage - Effectively Addressing Violence against Women in Delhi-NCR Region”

With support of Population Services International (India), WPC undertook the project “Triumph of Courage - Effectively Addressing Violence against Women in Delhi-NCR Region”. The goal of the project (2015-2017) was to reduce Gender Based Violence (GBV) and provide GBV survivors with appropriate services. In the first year of the project, WPC focused on mapping the support services available for the victims of Domestic Violence along with making the corporate workplace more gender friendly and specifically working on sensitizing the corporate workplace on the issue of Domestic Violence, Intimate Partner Violence and Sexual Harassment at the Workplace.

In the second year of this project, WPC continued with their efforts with corporate through gender sensitization training. WPC successfully completed 10 corporate training workshops during the course of this project. Further, WPC intensified their advocacy efforts on the issue of domestic violence and strengthening of support structures for survivors of domestic violence in specific and gender based violence in general. In this regard, WPC successfully concluded a national level conference on “Administration of Justice and Convergence of Multi Agency Response to Domestic Violence”; Consultation on the Draft National Policy for Women, 2016 and Round table meeting on “Working towards convergence of Services of Domestic violence/Intimate Partner violence”.

This year also saw the culmination of mapping exercise of different support services and organizations/institution that are available for survivors of Domestic Violence in Delhi. The outcome of this mapping exercise was a Resource Directory—Support Structures and Services for Women Survivors of Domestic and Intimate Partner Violence in Delhi. The directory provides information about organizations that extend support to survivors across
intimate/domestic relationships. It includes information of organizations providing safe spaces to marginalized genders and sexualities, i.e. lesbian, bisexual and trans persons. A sample of 175 organizations (including NGO’s registered as service providers, NGO’s offering helpline and shelter home facilities) hospitals and police stations in Delhi was drawn up from websites and other resources. The verification process of NGO’s, Service Providers, Protection Officers, and Shelter Homes has been done meticulously through phone calls, meetings and written communication.

**Gender Sensitization Training on Domestic Violence and Prevention of Sexual Harassment at the Workplace**

Gender sensitization and awareness creation of the provisions under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 was done with employees of several companies including Samsung India, TCI and Moser Baer. When proposed under Project-Wajood, WPC initially targeted reaching to **150 employees** for the workplace gender sensitization education programme. However, Women Power Connect has reached out and provided training to **245 employees**. WPC achieved its proposed target of reaching out to 10 companies. During 2015-2017, WPC did training for 8 companies and 2 for Controller General of Defence Accounts.
The methodology for the training workshops deployed by WPC is unique. First, introduction to the workshop entailed a session on knowing each other, beyond just a professional relationship; to build an environment of trusting each other and begin to understand the differences we share with each other. Further, WPC has included a component of understanding diversity which encompasses activities that facilitate a realization and discussion on the multiple aspects of our identity and recognize the meanings that we give to those different aspects, both for ourselves and for others. This human-centred approach helped in creating a conducive and non-threatening environment, a fertile ground for having discussion on gender based violence. It was in the later sessions that a component on gender based violence and sexual harassment act were introduced to the participants.
WPC did capacity building programme of 38 NGO members on sexual harassment at workplace. WPC also be helped Internal Complaints Committees to deal with cases of sexual harassment at the workplace. After the workshop, many at times, ICC members discussed their queries and clarified their doubts regarding law and processes.

**Focus Group Discussion with survivors of Domestic Violence**

Four Focus Group Discussions were held with survivors of domestic violence. Their testimonies were useful for understanding the situation of survivors of domestic violence in Delhi and to understand ways employees could make workplaces more gender sensitive. The Focus Group Discussions held with women highlighted the fact that women rarely share incidents of domestic violence they undergo with their workplace. As employers may take advantage of the women should they realise that they are without family support, women prefer to hide such incidents.
Along with the Resource Directory, 3 publications and one internal document were published. These were a Situational Analysis on Gender based Violence and Intimate Partner Violence in the Corporate Sector; Gender Sensitization training module for workplaces; and A Handbook for ICC members - FAQ’s on Sexual Harassment at the Workplace, Resource Directory- Support structures and Services for Women Survivors of Domestic Violence and Intimate Partner Violence in Delhi and 2 posters on “Sexual Harassment at Workplace”.

Additionally, through this project WPC established an important connection with the Delhi State Legal Services Authority who endorsed the Resource Directory released by the present Member Secretary. WPC developed a link with the Department of Women and Child as well who provided support at the time of drafting of the Resource Directory.

One of the key learning from this project was that a major gap exists in the required capacities of the key stakeholders to respond to the needs of survivors of domestic violence / intimate partner
violence. Lack of convergence amongst the various stakeholders is a serious issue leading to improper implementation of the Protection of Women from Domestic Violence Act, 2005 (PWDVA). Further, the corporates vary and different corporates have different levels of compliance and sensitization to gender based violence. However, the more sensitive the senior management is, the more likely the corporate is to respond to gender based concerns of employees. Workplaces can be empowering places for women. Having a job can motivate a woman to deal with or leave an abusive situation at home. However, having a job, on its own, does not necessarily empower a woman. In fact, workplaces are rarely flexible for aggrieved women and only expect women workers to perform well. Further, there is considerable lack of awareness about legal provisions in relation to domestic violence and sexual harassment at the workplace.

The Asia Foundation—“Formation of a Resource Directory: Mapping of Services Available for Survivors of Trafficking

Women Power Connect (WPC) with support from The Asia Foundation successfully completed a project entitled “Formation of a Resource Directory: Mapping of Services Available for Survivors of Trafficking”. As part of this project, WPC released a comprehensive directory containing updated contact details of NGOs, Anti Human Trafficking Units, Police Units, Shelter Homes, Child Welfare Committees and Legal Aid authorities providing services to women and child survivors / victims of human trafficking in the States of Uttar Pradesh, Haryana and Delhi.

This was the third such directory prepared by WPC. The earlier resource directories were on Child Marriage and Domestic Violence. The main objective behind the formation of this resource directory was to provide all the required and available information about the support services for survivors of trafficking in an accessible and comprehensive report, so that it became easier to establish coordination amongst all the support services.

The Directory contains information, not just on the stakeholder who are part of the criminal justice system, but also NGOs, shelter homes, and vocational training centres all of whom are integral for a survivor centric approach.
A desk based study was conducted by WPC at the start of the project wherein a list of support structures working on TIP were identified. WPC partnered with the NGO, Tarun Chetna in Uttar Pradesh, and an individual consultant in Haryana to access information in relation to stakeholders working on human trafficking in the two States. With the objective of ensuring accurate and comprehensive coverage of services and structures and seeking to include the perspectives of organizations and individuals who would benefit from such a directory, WPC convened a meeting on 18th November, 2016 at Hotel Iris Park, Safdarjung Enclave of non-governmental organizations involved in different aspects of combating human trafficking in India and South Asia, representatives of a community-based network of sex workers and a member of Delhi State Legal Services Authority.

The Advisory Group provided the following recommendations, amongst others:

- Although the directory will be distributed to stakeholders, survivors would also benefit from reading the directory, hence pictographic representations should be included.
- Childline should be added as a stakeholder.
- As WPC works for women the resource directory will be geared towards women and girl survivors of trafficking.
- A snapshot of the legal provisions (offence and punishment) should be added.
- Providing case studies will benefit in appreciating the roles stakeholders play.

Further, for the purpose of this directory, Focus Group Discussions (FGDs) were held with the support structures in Delhi, Haryana and Uttar Pradesh in order to identify gaps in the provision of services and recommendations for moving forward.

- One FGD was held in Bahraich, Uttar Pradesh (a district close to the Nepal border) on 20th December 2016.
- The FGD in Delhi was held on 19th January 2017.
- The FGD in Rohtak, Haryana was
Discussions pertaining to the quality of services provided by the listed support services took place during the three FGDs conducted in Delhi, Haryana and Uttar Pradesh. Along with the FGDs, one to one meetings in this regards were also held by WPC in Delhi with Prayas, the Sashastra Seema Bal (CRPF), and the Joint Women’s Programme.

The release of the Resource Directory was preceded by a National Consultation on 31st March 2017 on the issue of strengthening of support services available for survivors. The key points made at the National Conference were the root causes of trafficking need to be addressed. Impoverishment is a major cause of TIP. In addition, monitoring of existing schemes / policies in place for the benefit of survivors, effective counselling strategies, a collective effort by NGOs in encouraging safe migration, and strengthening the capacities of support services to deliver are integral when dealing with TIP.
**Key Recommendations**

Based on the FGDs conducted in Bahraich (Uttar Pradesh), Meham (Haryana), and Delhi, and the National Consultation, the key recommendations emerging from the study can be summarized as follows:

- NGO involvement in assisting the police can benefit in successful prosecution. For example, NGOs have the ability to counsel a survivor and give her the confidence to depose and file an FIR. This minimizes changes in statement of the survivor.
- Involvement of local level actors is necessary for rescue operations. Former panchayat leaders, the village pradhan, or teachers tend to have more information than the police on who has been trafficked both in and out of the area.
- Education amongst the youth is necessary, especially after class X. Sex education should be included in the school curriculum to prevent VAW and girls.
- Shelter homes providing vocational training help in preventing the survivor from getting into a situation of being trafficked again.
- Marriage registration should be made compulsory in order to prevent bride trafficking in Haryana.
- Recruitment of domestic help should only be through legal channels.
- At every Railway station and Bus station there should be a help desk for women and children round the clock (24x7).
- Awareness on the Victim Compensation scheme and Witness Protection scheme is minimal. Awareness needs to be created on the laws and schemes benefiting survivors of human trafficking. A uniform scheme is necessary for India.
Events

Consultation on the Draft National Policy for Women

The Draft National Policy for Women was released by the Ministry of Women and Child Development (MoWCD) on May 18, 2016. In response to the Ministry’s call for inputs on the draft policy WomenPowerConnect (WPC), with support from Population Services International (PSI) held a consultation with several stakeholders on 2nd June 2016 at India Habitat Centre, New Delhi to review, collate and give a critical feedback on the Draft National Policy, 2016 to the concerned Ministry. In addition, WPC circulated the Policy to its member organizations all over India for suggestions and comments.

Based on the objectives of the Policy, few of the key recommendations received at the consultation were that a preamble should be added to the Policy clearly outlining the purpose of the Policy; gender needs to be incorporated as a component in each development goal. Mainstreaming gender in overall development process calls for multi-sectoral and multi-departmental coordination, planning and implementation. In its present form, there is minimal
reference on the same in the document; the Policy, though talks about rights and entitlements of women and girls, does not go beyond the government; trans-women, queer women, persons who have gone through sex change experience discrimination in employment, education and the health sector. A non discrimination law prohibiting discrimination on the basis of sex and gender needs to be made applicable to the private sector as well; holding the government (including the judiciary and the executive) accountable for implementing mechanisms set up is critical; and increasing the legal awareness of stakeholders on laws concerning women, strengthening paralegal services, strengthening the access and knowledge of women to the legal system and providing a budget for the same purpose should be incorporated in the Policy. Developing a gender sensitive judicial system should be a priority for the government.

The consultation concluded on the note that there is a need to critically evaluate whether the policy is for girls or women as the policy includes girls under health and education but leaves them out under violence. Also, the language of certain points within the policy was matter of a concern. For instance, a participant pointed the point vii on page 21 under the section 7.7, a participant argued that there is a need for a discourse on why there is a need for laws and policies on gender based violence, paternity leave, child support rather than focus on how these laws will
be misused. It was suggested that this point should be reframed. It was also stated that the language of the policy should be such that it sees men and boys as partners in putting an end to violence and not only as perpetrators.

By 6th June 2016 all the groups were asked to mail their recommendations to WPC. A Google group was formed where the final report was circulated for everyone to review and suggest final suggestions. As by 20th June the final report was prepared and mailed to the Government.
On 8<sup>th</sup> October 2016, WPC successfully concluded a National level Conference on the theme of “Administration of Justice and Convergence of Multi Agency Response to Domestic Violence”. The consultation was organized under the umbrella of project Wajood. The objectives of the conference were first to discuss the ways and means of achieving convergence with the key stakeholders involved in assisting a woman undergoing domestic violence; second, to focus on gaining insights on the achievements of the Protection of Women from Domestic Violence Act (PWDVA) 2005 along with the limitations it poses for the survivors and service providers and third, to release of the comprehensive Resource Directory entitled “Support Structures and Services for Women Survivors of Domestic and Intimate Partner Violence in Delhi”.

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One hundred and thirty participants representing various CSOs, service providers, government representatives, Protection officers, medical facilities, legal authorities and the Police participated at the conference.

The major recommendations emerging from the conference were as follows:

- **The point of first contact** for the aggrieved woman is a critical stakeholder who can make or break her transition from victim to survivor. The police are assumed to be the first contact, however, as many women fear going to police stations and reporting incidents, medical facilities are, in fact, places women first approach for immediate aid. As women do not report the real reason for the injury, and medical facilities themselves are not equipped and sensitized to deal with DV/IPV cases, greater involvement of medical facilities (for example, based on the Dilaasa model) is an urgent need.

- **A holistic system** whereby the aggrieved woman does not have to narrate the entire incident to each and every stakeholder multiple times is required.

- **Convergence** of all stakeholders is necessary for creating such an enabling environment. This task requires multiple strategies – (a) appointment of adequate number of PO’s, who are empowered with sufficient infrastructural resources and with the capacity to discharge their duties is required; (b) the allotment of adequate budget for stakeholders to meet their responsibilities under the Act is critical; (c) capacity building of the stakeholders needs to be accorded priority over creating awareness for the aggrieved women; (d) Legal aid lawyers have the capacity to bring about fundamental change in the system, yet it is acknowledged that their performance is overall poor and needs to be improved through regular trainings; (e) The health sector response needs strengthening particularly in terms of identifying injuries as DV/IPV related; (f) Protocols and guidelines for stakeholders (as developed in Maharashtra by Majlis Legal Centre with support of the Government of Maharashtra – “Maharashtra State Handbook on Protocols Best Practices and Reporting formats” 2014) are a useful tool in order to encourage convergence of the stakeholders; (g) Regular convergence meetings where PO’s, police officials, SP’s, lawyers, Magistrates are called are another useful means whereby to encourage convergence. SP’s, NGO’s, and counselors would also benefit from regular convergence meetings.

- **Stakeholders** are not restricted to those mentioned in the Act, but include other service providers and institutions such as NGO’s, Panchayats, hostels for women or CWC’s who should be involved in a mass campaign in order to create an enabling environment;

- **Men and boys** have to be involved in the process of countering DV/IPV. There must be a scope for anger management for boys i.e. from a lower age they must be exposed to the gender-sensitization workshops, to leave no scope of them exercising authority over women;
• *The youth* can play a critical role as stakeholders. PLV’s have an interest in the implementation of the law, and should be strategized to provide services for survivors;

• *State based advocacy:* Until and unless there are state-level efforts to combat gender-based violence, the centre alone cannot bring about the change in the situation;

• *An enabling environment needs to be created* where the survivor is kept at the focal point, but the media and celebrities can be strategically used to highlight her plight and scale up initiatives;

• *Convergence of the Ministries at the Central level* (for example, the Ministry of Health and Family Welfare and the Ministry of Social Justice and Empowerment) is required;

• *Regular sensitization trainings for service providers* to increase the sensitivity of the personnel towards the survivors;

• Proper funds and large public awareness campaign needs to be strategized for increasing the effectiveness of the Act.

**Round table meeting on “Working towards convergence of Services of Domestic violence/Intimate Partner violence”**

WPC with support of PSI was involved in a project entitled “Triumph of Courage -Effectively Addressing Violence against Women in Delhi-NCR Region”. The objective of the project was to reduce prevalence of Gender Based Violence (GBV) in Delhi and provide survivors with appropriate services. One of the key outcomes of the project was to increase the access to quality and comprehensive Gender Based Violence support and services for women and girls experiencing violence. In this regard, a round table meeting of civil society organizations on 10th December 2016 was convened in New Delhi.

Representatives from civil society organizations like FARR, MARG, CHRI, Sama, Action India, Prayatn, Lawyers Collective and Swayam attended the meeting.

During the meeting, several concerns pertaining to present status of the support structures were raised and discussed. The implementation of the PWDVA is not uniform in India. The budget allocated for implementation of the Act varies across States. This has implications on the nature of infrastructural facilities available for survivors. As the implementation of the Act varies from State to State, regional level consultations where each State can provide feedback on the numbers of PO’s and SP’s appointed, quality of services of legal aid lawyers, capacity and quality of shelter homes, degree of awareness amongst medical officers and counselors etc would
benefit in creating regional specific charters of demands. Importantly, the role of NGO’s who work with survivors of DV/IPV (but are not designated as SP’s under the Act) is necessary to assess for creating convergence of stakeholders. It was highlighted that operational protocols on the police response to, and investigation of, crimes against women that provides step by step guidance to the police reduces the prejudicial biases among the police against women. However, there is lack of such operational protocols. Further, the police force is predominantly male dominated, both in number as well as in leadership. Therefore, ensuring an adequate number of women police personals, especially at women and child helpdesks in the police stations, continues to be an uphill task.
Under its Genderlogue series, Friedrich-Ebert-Stiftung India in collaboration with WomenPowerConnect and Department of Political Science, Jamia Millia Islamia (JMI) organized a discussion on “Home-based workers and their Rights”. The discussion was held on 29th September 2016 at the premises of JMI and was attended by the students of JMI. The panel comprised of Firoza Mehrotra, Strategy Adviser, HOMENET South Asia; Shalini Sinha, WIEGO India Representative; Sandhyaben, a Home-Based Worker associated with SEWA and Dr. Nazia Khan, Assistant Professor, JMI.
Genderlogue: “Violence against Women in the Natal Family”

Date: 21st February 2017 (Tuesday); Venue: Bharati College, Janakpuri

Domestic violence (DV) is a concern for young women students many of who experience violence first hand. The nature of violence may range from acts of mental violence (pressurizing women students to marry when they do not wish to), to more serious forms of physical or sexual violence. FES Genderlogue on “Violence against Women in the Natal Family” aimed to highlight the unrecognized and unreported nature of such violence and address the concerns and queries from students. The Genderlogue was co-organised by WomenPowerConnect and FES India. The resource persons were Dr. Vinay Bharadwaj, Bharati College; Ms. Nupur Dhingra Paiva, Clinical Psychologist; Ms. Gayatri Sharma, Programme Director, Women Power Connect.
Advisory group and panel discussion on “Speak up against Gender based Violence” held on International Women’s Day (8th March 2017)

With the support of Population Services International, WomenPowerConnect is working under Project Wajood to reduce prevalence of gender based violence (GBV) and provide survivors of GBV with appropriate services. One of the primary objectives of WPC under “Project Wajood” is to sensitize the corporate workplace on the issue of Sexual Harassment at the workplace, Domestic Violence and Intimate Partner Violence, so as to encourage an enabling and supportive workplace environment for women survivors of violence. WPC, with the objective to strengthen its alliance with the corporate sector and continue its work on preventing and redressing GBV at the workplace, on 8th March 2017 convened an Advisory meeting on “How to make workplaces responsive to GBV” with Wajood partners, other non-governmental organizations and corporate allies at Vishwa Yuva Kendra, new Delhi.

Ms. Uma Seth, Director, Corporate Social Responsibility, FICCI elaborated the role of Corporate Social Responsibility (CSR) and Human Resources (HR) in addressing GBV at workplaces. Next speaker, Ms. Malini Gupta, Vice President of RBS Foundation, elucidated the role of NGOs in addressing GBV in workplaces. Both the speakers emphasized the importance of working with men on the issue of GBV. Ms. Gupta cautioned against understanding corporate as a monolithic category, and advised that any effort from NGOs to work with the corporate would require careful research and analysis of different sectors of corporate. The strategies should be based on unique set of issues and challenges that each sector presents.
Ms. Ranu Kulshrestha from Moser Baer presented measures taken at Moser Baer to prevent and respond to GBV at workplaces. Ms. Rashmi Singh, a Gender Expert, ended the session by sharing her experience of facilitating trainings with corporate on GBV. She shared that the workplaces have been more inclined towards understanding redressal than working on preventive measures that the law states. She further shared that in the trainings with the corporate there were individuals who were thinking beyond themselves and an informal network of these interested individuals should be formed to so as to keep the discussions on better work culture going.

The Advisory meeting was followed by a Panel discussion on “Harassment at the workplace” that brought together ICC members, students and employers.

The day ended at the performance of the “walk” by Ms. Maya Krishna Rao. Ms. Rao is a stand-up comedian and a theatre artiste. She has received Sangeet Natak Akademi Award by the Government of India for Acting in 2010. She performed “The walk”, a monologue that was first prepared and enacted in response to the gang rape at Delhi in December 2012. The performance was greatly appreciated by the audience.
National Consultation on “Strengthening of Support Services available for the Survivors of Trafficking”

Women Power Connect (WPC) with support from The Asia Foundation successfully completed a project entitled “Formation of a Resource Directory: Mapping of Services Available for Survivors of Trafficking”. As part of this project, WPC released a comprehensive directory containing updated contact details of NGOs, Anti Human Trafficking Units, Police Units, Shelter Homes, Child Welfare Committees and Legal Aid authorities providing services to women and child survivors / victims of human trafficking in the States of Uttar Pradesh, Haryana and Delhi.

The release of the Resource Directory was preceded by a National Consultation on 31st March 2017 on the issue of strengthening of support services available for survivors.

The key points made at the National Conference were the root causes of trafficking need to be addressed. Impoverishment is a major cause of Trafficking in Persons. In addition, monitoring of existing schemes / policies in place for the benefit of survivors, effective counselling strategies, tackling confidentiality clauses in donation of body parts, a collective effort by NGOs, encouraging safe migration, and strengthening the capacities of support services to deliver are integral when dealing with TIP.
## Major Activities and Events organized from April 2016 - March 2017

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<th>S.No</th>
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<th>Supported by</th>
<th>Partners</th>
<th>Date &amp; Venue</th>
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<td>1.</td>
<td>One Day Gender Sensitization workshop” with IBM staff</td>
<td>Population Services International, India</td>
<td>IBM</td>
<td>6th May 2016, Hotel Iris Park, Safdarjung Enclave</td>
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<td>2.</td>
<td>Consultation on the Draft National Policy for Women</td>
<td>Population Services International, India</td>
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<td>2nd June 2016, India Habitat Centre</td>
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<td>(Prevention, Prohibition and Redressal) Act 2013</td>
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<td>4.</td>
<td>Focus group discussion with survivors of violence with respect to</td>
<td>Population Services International, India</td>
<td>Action India</td>
<td>20th August 2016, Action India office, New Delhi</td>
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<td>workplace</td>
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<td>5.</td>
<td>One Day Gender Sensitization workshop” with Petronet Lng Limited staff</td>
<td>Population Services International, India</td>
<td>Petronet LNG Limited</td>
<td>2nd September 2016, Emerald Hotel</td>
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<td>6.</td>
<td>Capacity Building Training on Sexual Harassment at Workplace</td>
<td>Population Services International, India</td>
<td></td>
<td>9th and 10th September, 2016, Hotel Iris Park,</td>
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<td>(Prevention, Prohibition and Redressal) Act, 2013</td>
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<td>Safdarjung Enclave New Delhi</td>
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<td>Convergence of Multi-Agency Response to Domestic Violence”</td>
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<td>10.</td>
<td>One FGD on the issue of human trafficking in U.P.</td>
<td>The Asia Foundation</td>
<td>20th December 2016 Bahraich, Uttar Pradesh</td>
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<td>11.</td>
<td>The Focus Group Discussion on the issue of human trafficking in Delhi</td>
<td>The Asia Foundation</td>
<td>19th January 2017 Hotel Iris Park, Safdarjung Enclave New Delhi</td>
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<td>12.</td>
<td>The Focus Group Discussion on the issue of human trafficking in Haryana</td>
<td>The Asia Foundation</td>
<td>30th January Rohtak, Haryana</td>
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<td>15.</td>
<td>National Consultation on “Strengthening of Support Services available for the Survivors of Trafficking”</td>
<td>The Asia Foundation</td>
<td>31st March, India Habitat Centre</td>
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<tr>
<td>Name of Report/Document</td>
<td>Summary</td>
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<td>Gender Sensitization training module for workplaces</td>
<td>One day gender training curriculum on gender based violence has been developed for facilitators conducting workshop for workers in corporate offices. It can be modified and adapted for different groups.</td>
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<td>A Handbook for ICC members - FAQ’s on Sexual Harassment at the Workplace</td>
<td>This handbook is based on questions asked at the trainings conducted by WPC, and is presented in the form of questions and answers. While it is intended for external members in Internal Complaint Committees, other stakeholders, including employees, employers or aggrieved women would also find it useful.</td>
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<td>Resource Directory—Support Structures and Services for Women Survivors of Domestic and Intimate Partner Violence in Delhi</td>
<td>WPC in affiliation with the Population Service International (PSI) has mapped different support services and organizations/institutions available for survivors of domestic violence in Delhi. This Resource directory contains updated and verified information about various NGOs, help lines, service providers, legal authorities and Protection Officers (PO).</td>
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<td>Helping Victims become Survivors: A Resource Directory of Support Structures and Services in Delhi- NCR, Uttar Pradesh and Haryana</td>
<td>This Resource directory is the third to be brought out by WPC in relation to support services existing for survivors of Trafficking in Persons.</td>
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</table>
Important Meetings Attended by WPC

- WPC Wajood team attended “Training on Accessing the Police” organized by CHRI on 14th May 2016.
- WPC Wajood team attended a Research Dissemination meeting on Reducing Child marriage and Teenage Organized by Young lives in collaboration with ICRW and IFS (Institute of Fiscal studies on 24th May 2016.
- Meeting with National Women Commission on 7th June 2016 and share about Wajood project and Resource directory.
- Meeting with Government representative on 15th June 2016 i.e. Delhi Women Commission and sharing about Wajood project and activities of mapping support services to bring out Resource Directory for survivors of violence in Delhi NCR. Also exploring possibility for releasing the Directory.
- Meeting with Department of Women & child development Delhi on 8th & 12th July 2016 and shared about Wajood project and Resource directory.
- Meeting with Government representative on 13th July 2016 i.e. Delhi Women Commission and sharing about Wajood project and activities of mapping support services to bring out Resource Directory for survivors of violence in Delhi NCR. Also exploring possibility for releasing the Directory.
- Meeting with Delhi state legal services Authority on 18th July 2016 and share about Wajood project and Resource directory. The team also explore for releasing the directory.
- Meeting with Government representative for follow-up meeting with Delhi commission women, Ministry of women and child department and DLSA (Delhi legal services authority) on 1st, 8th and 24th August 2016 and shared about Wajood project and its Resource directory.
- WPC Team attended “Workshop for NGO’s on PWDVA, 2005” organized by Wajood partner Action India on 21st October 2016 at CISRS House, Jungpura, Delhi.
- WPC team attended “National Alliance for women’s Reservation Bill” meeting at YWCA, Delhi on 8th, 14th and 21st November 2016.
- WPC team attended “Committee meeting for the department Maatritiva Chaya and RKAK shelter home at YWCA Delhi on 10th November 2016.
- WPC Team attended “Launch and National Consultation on prison monitoring on 8th November 2016 at India Habitat Centre Delhi.
- WPC Team attended “Knowledge sharing workshop on Building a Holistic support system for women burn survivors of violence on 13th November at PCVC(International foundation for crime preventive and victim care), Delhi.
- WPC team member visited a Maatritva Chhaya Shelter Home on 20th December 2016 in Sarai Rohilla, in a visit organized by YWCA Delhi Shelter Home Committee, to understand the living conditions of the Home which houses destitute pregnant/lactating women.
- WPC Team members attended a discussion on “Strategic Interventions for Creating a Safe City for Women and Children” conducted by Centre for Social Research on 20th December 2016.
- WPC team members attended a conference organized by the Law and Social Sciences Research Network from 10th-12th December on “Thinking with Evidence: Seeking Certainty, Making Truth”. Gayatri Sharma presented a paper exploring the issue of mandatory medical examination of accused in rape cases at the Conference.
- WPC team member (Gayatri Sharma) conducted a workshop on Protection of Women from Domestic Violence Act for community social workers, organized by Centre for Advocacy and Research on 28th December 2016. WPC team member also attended the workshop.
# Governing Body

1. **Dr. Ranjana Kumari**  
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2. **Dr. Vibhuti Patel**  
   **President**

3. **Ms. Gouri Choudhury**  
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13. **Ms. Nandita Konwar, Member**  
    **North – East Region**

14. **Dr. Nirmala Buch, Member**  
    **Western Region**
WPC Secretariat Staff

Ms. Gayatri Sharma, Programme Director
Ms. Sangeeta Bannerjee, Project Coordinator
Ms. Tanvi Gupta, Project Coordinator
Ms. Achungmei, Project Coordinator
Ms. Gargi, Project Coordinator
Ms. Parul Sethi, Project Coordinator
Mr. Lalit Singh Kataria, Accounts Officer
Mr. Sandeep, Admin Assistant
Mr. Sonu Kumar, Office Assistant

The interns
B.K. Shradha, SNDT Women’s University
R.L. Tathuibuiliu, Ambedkar University, New Delhi
Anshika Singh, Jindal Global Law School
Radhika Ralhan
Hemlata Yadav, Lady Irwin College, New Delhi
Simranjeet Kaur, Lady Irwin College, New Delhi