

Annual Report
2018-2019



Sangini Gender Resource Center
Bhopal.

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From the Desk of Director



A unique element of Sangini's work has always been its ability to continually link the reality of people's live experience to policy implementation and through this strengthening the evolving practice of rights based programming. Research, capacity building, networking remain the strategies for developing a robust rights and entitlements consciousness within communities. Strengthening evidence based advocacy through different platforms including media and creating new opportunities, as well as existing spaces, for policy

negotiation are key to Sangini's approach to achieve social justice by processes of direct democracy.

As always we remain deeply indebted to our advisors, friends and partners in different social organisations and movements who have provided both inspiration and support to Sangini to continue to consolidate its existing work and to explore new ways of fulfilling its mission. This year has been quite unique with deepening of livelihood activities such as opening foodcart by domestic workers strengthening of livelihood activities for women and creating more volunteers who would act as an catalyst in spreading of pertinent information at field level as nyay and soochana mitras. Working with Boys and Men with orientation programme has been a unique component of campaign.

On behalf of Sangini team, I wish to thank the governing body for their unstinting support and sage advice which we could call upon whenever necessary .Thank you all.

Prarthana Mishra

Director

About Sangini

Sangini is women's organization which works as combined efforts in bringing together the vulnerable sections of society focuses mainly on women's & girls issues. Through our experiences and efforts, we envisage in making our contribution in the world of civil societies.

Belief:

We believe that the functional aspect of society where as a civil society we should enhance the capacity of vulnerable section of society to make them aware about their rights and skills. There is considerable diversity in the status of women's & girls across region and rural/urban due to uneven socioeconomic development and the impact of tribal, feudal, and capitalist social formation on women's & girls 's & girls level. We should work to spread awareness in society and community regarding the rights and dignity of women's & girls in order to make them stronger and to boost their self-confidence.

We consider the thought of V.Geetha,

“Equality do not merely refer to economic equality but also equality amongst the sexes, including sexual equality and freedom for women to love as they chose, for inequality derived as much from an oppressive family life and restrictive sexual choices everyday drudgery and compulsory mothering”

We are in the process of changing the role of women's & girls in society so that they can establish their role not as a passive creature but in form of confident and empower them with the zeal of leadership quality.

Year of Establishment and Approach: -

Sangini came into being in April 2003 and registered under Society Registration Act in 2004. It was formed based on a perceived need within the State of Madhya Pradesh for a central resource from where people working on issues of gender could access information, resources and assistance. We put our efforts and initiatives in strengthening the new way of social mechanism where women's & girls can live their life without any suppression and suffocation. The organization aims to provide a platform from where the inequalities endured by women's & girls on the basis of gender issues can be recognized, debated, protested, and meaningful intervention be undertaken to create a society based on justice and equality.

Vision:

Sangini works towards women's & girls bringing from different section of society, especially dalit, tribal women's & girls from the minorities and marginalized communities as a partner, contributing to the creation of Gender just society. To inspire and equip the deprived to be self-reliant and to ensure equal opportunities for our concerned section of society by capacity building.

Mission:

Sangini, as a gender resource centre, will work towards bringing women's & girls from different sections of society, especially Dalit and tribal and from minority community as partners in working towards a gender just society.

Objectives:

To help and support women's & girls in providing them justice and equality
To promote the concern, awareness and information regarding gender understanding among women's & girls to empower them
To facilitate civil societies' action and Government programs across the state to bring their attention against the violation of women's & girls rights.
Prevention, protection & early intervention in the cases of violence, discrimination, sexual harassment and other related mental and physical violation of rights of women's & girls.
To build collaboration with the regional, national, and international level of women's & girls groups, NGOs, academies, media person to advocate the issues of violence against women's & girls
To build the capacity and leadership of women's & girls from marginalized community where they can support to other women's & girls when needed.
To bridge the critical knowledge gap about the information through various studies, researches, workshops, trainings, IEC, and the welfare schemes of government running by state as well as central government.

Working with Different Constituencies and Target groups

- Women at large
- Domestic Workers
- Women facing Domestic Violence or any other type of gender based violence.
- Involving Men Towards Gender Equality

Key Interventions

1. Information Dissemination:

Resource Centre

Sangini has maintained its library with books, research works as well as the audio and video material so that the information needs of other ngo's, community based organizations working on gender issues or other developmental issues can be met.

Newsletter-The newsletter focuses on different issues pertaining to gender & law. Two editions have been published this year "One on the issue of child labour and another on Human Rights of Domestic Workers".

This newsletter is titled as 'Baal Shram' (Child Labor) which contains information regarding child labours issues. Like their working condition, causes, impacts, interest and behaviour of their employees. It also contains all those laws and legal rights related to child labor that is being mention in our constitution and recently implemented. There is also website and child labor helpline number provided for children's help and their awareness.

Publications and its Dissemination

1. Booklet 'Vishakha Disha Nirdesh- Aakhirhaikya?' on its basis in the year 2003. Distributed at various trainings and forums. Written in Hindi, the booklet has been widely circulated to a number of non-government organization, government agencies, and educational institutions in the state.
2. "Karyasthal par yaun utpidan", A booklet on Vishakha guidelines This was distributed among Employees of Women and Child Welfare department of Bhopal division of around 100 participants organized in two rounds.
3. "Hamara hath aapka sath" Gharelu kamgar kartavya evam adhikar marg darshika. critical issues of domestic worker as well as to build professional skills in domestic working women's regarding their work and workplace. This single booklet has been containing the

several issues of domestic working women's about their duties, expectations of worker and employer and also focusing about the legal aspects of domestic worker women's & girls .

4. Women's & girls and Law, Women's & girls and Rights, and a simplified compendium on gender perspective during the year 2004-2007

5. "Hamare Adhikar va Hamare Kanoon", A booklet on Women's & girls rights.

6. "Gharelu Hinsa: Chup na rahe, gharelu hinsa par rok lagaye, awaz uthaye..." A booklet on Domestic Violence Act 2005.

7. A booklet on counselling", It's a booklet on feminist counselling for the women's & girls facing violence.

8. "Door bhash Nirdeshika", a telephone directory for women's & girls facing violence. It contains all the numbers of police station, hospitals, news papers, channels, family court and organisation etc. It has been distributed among 50 communities, NGO's, Government department specifically Police, Women and Child welfare and Municipal Corporation.

9 Posters, pamphlets, brochures, stickers being used as IEC material during campaigns

2.Capacity Building and Networking with Voluntary Organizations, government departments and other civil society members:

- Dialogue and Linkage with government:

For the achievement of project goals and activities we have meet the officers of different government departments on regular basis and they are timely supporting us.

- **Municipality Ward office for preparation of labour card:** The sangini staff visited the ward office of municipality for the preparation of labor card and other work of the domestic workers. Visit was made of Municipality ward offices of Baghmughaliya, 12. No, Amari, Kolar, Mata mandir areas of Bhopal.
- **Liaoning with for job of Domestic workers:** Visit was made with the Department of BCLL ,NULM, labour department regarding the jobs for women drivers.
- **Legal aid department and Police Stations:** It was done regarding the counselling of victims, registering of cases.
- **Schools and Colleges:** Visited government schools and colleges regarding one day program them youth for the purpose campaign on 16 days of activism on sexual harassment with girls at home and public places.

Multi stakeholder Meeting

- **Women's rights organization(workshop on domestic violence)**

This National level consultation was organized to discuss the challenges in the dilution and implementation of women-centric laws that address domestic violence against women" (sec498A-IPC sec125 CrPc and domestic violence Act,2005).Ms.Prarthana and Ms.Anjana attended the programme in Lucknow on 13 and 14 october 2018.

- **Module development training for Police** -Ms.Prarthana and Ms.Sudeepa from Sangini represented the meeting as planning was going for preparation of a module of Police training in the State of Madhya Pradesh on 8th October .

Manual was prepared on gender training of police officials. There are 4 major themes in the manual: 1. Gender concepts (sociological theories) 2. Women police officers and enabling environment 3. Indian laws and implementation and 4. Human Rights. The

experts meeting helped in strengthening police response system towards crimes against women and discussed ideas on how to make Bhopal safe for women in the context of law and order.

Ms. Prarthana shared the problems faced by Community members in timely reporting of cases of women facing domestic violence and particularly in cases where the husband is alcoholic. The police system doesn't entertain cases much in night as there is change in shift. The Forum Volunteers had to play a catalytic agent in pursuing of cases.

- **Women Centric Manifesto** developed through support from Women groups and Women activists so that it could be presented to various political parties as upcoming elections were coming in the State of madhyapradesh in the month of November 2018. Series of meetings and communications were established with groups for preparation of the Manifesto.
- **Advocacy against a planned launch of a Gender biased and Gender Insensitive course** for promoting Cordial relationship between Mother in law and daughter and law:

The Course was being planned by Bhopal university as a certificate course. Protest letter was developed by Women groups and activists as this step was against Women's Empowerment and Gender just society addressing and was submitted to Vice-chancellor of Barkatullah University. Attending meeting of Help age India regarding their new helpline numbers national and international level to help the senior citizens.

- **Advocacy for women reservation bill:** Filled 1000 forms filled on supporting Women Reservation Bill- In India the enactment of this law is pending for several years. Majority of the Forms were filled by Community members. This national level process was facilitated by Women Power Connect as was facilitated by Sangini in Bhopal.

3 Campaign and Networking on various Gender based issues

- **International violence against women's day 25TH November, 2018:**

One day workshop and discussion with 140 adolescence girls on their safety and security; sexual abuse at home and public places at Sangini office. The program was introduced by Ms. Prarthana Mishra and one session was taken by Ms. Pushpa Singh.

In-depth discussion took place with these girls on their personal lives as being a girl child and film was shown on sexual abuse through showing a clip of the movie "Highway", group activity was done with girls and they have also shared their experience. It was shared that in the state of MadhyaPradesh Rape and cases of child sexual abuse is very high. Discussion took place on Sexual Violence inflicted on girl child in public spaces and private spaces such as schools, home, travelling via public transport.

Based on this discussion the participants shared the various experiences of Sexual Violence that too cases of sexual violence by family members. Followed by this discussion the girls pledged that they would break the silence and would never suffer such violence and try their level best to oppose child marriage, not being depressed and think of suicide, choosing a life partner with parents consent as far as possible by not hiding the details and helping others as well.

- **3rd December Bhopal Gas tragedy:**

Sangini team participated in the program organized by “Bhopal sahyogini trust” in which Sangini team have introduced their work. 34 years have been completed of Bhopal gas tragedy where lot of people died and lots of women got widows who are suffering till date due to health issues and lack of bread earner in the family. Sangini representative shared the various interventions done by Sangini on women’s issue at Bhopal to the present participants in the programme.

- **Human rights day 10th December**

The program was organized for domestic workers for their rights and duties at Sangini office. 75 domestic workers participated in it. It was in the form discussion, we have also shown them the movie directed by “Jagori” organization on domestic workers. The meeting was facilitated by Ms.Prarthana from sangini.Sharing was done of 29 basic human rights.Small group activities were done with them.

Discussion took place with Women Domestic Workers about their rights and duties that they should be employed in a proper contract in a written manner between employee and employer. Importance was shared on forming of the Domestic Workers Forum. The Domestic Workers shared their issues of not getting Holiday, salary being deducted even they take one leave as well, employees behaving in a rude manner,expelling from work without proper notice, employing other domestic workers who are ready to work in less money. Group discussion was done on two issues viz,what work needs to be done to strengthen the union and what work they would do at their individual level.It was shared by present Domestic workers that there is a need of working with Community members at Slum area so that more members could be associated with Union as a resultant the strength of the union would be increased.

- **Nirbhiya Day: 16th December**

The program was organized with 150 young boys the subject of program was “*Mahila Hinsa ke khilaf purson ki awaaj*” with meaning of Voices of Men against Violence against women.The programme was organized at AICUF Ashram.The resource person was Prashant Dubey from Awaaj organization and Mr.SureshTomar Joint Director from Women and child welfare department. Members of various organization also participated in the program (Forum volunteers, Bachpan,muskaan,awaaz).Movie was shown on “*Soach Sahi Mard Wah?*”. In this film various thematic issues were shown such as on gender based division of labour,who is a real man,use of abusive language.





4. Working with Domestic Workers for Ensuring Safety, Dignity and Appropriate Wages for Domestic Workers

4.1 Meetings of task force members:

Intensive contact established with 2420 women domestic workers of 40 slum areas of Bhopal city of MadhyaPradesh. Each slum having a committee-Local Area Committee of 11 members as task force members. LAC is the lowest grass root level arm of the Forum established in each slum/basti. They work on local issues and liaise with the various government departments. A total of 340 domestic workers have been developed as leaders. The identity and visibility of these committees and leaders are very high. All leaders have a blue coloured name plate on their home doors which is easily identifiable and branded over time.

Leadership has been developed to advocate on issues of domestic violence, sexual harassment at work place, and other form of violence. These task force members have taken various steps to stop crime against women and girls. They are also playing an important role as watchdogs to stop trafficking, child marriage, child labour and various community level issues. These task force members have taken significant steps to stop eve teasing and domestic violence in their respective communities.

4.2 Leadership development of domestic workers

- **Constitution and Human Rights**

To develop the Leadership of domestic workers to training was organized one subject in three batches of two days. Batches covering 100 domestic workers. The training was given by Mrs. Snehlata Baraskar Social Activist with Expertise on Constitution and law with its practical implications. 3 batches of training were conducted on (7 and 8 august 2018 ; 11 and 12 August,2018 ; 17 and 18 August,2018 ; 10 and 11 september,2018).As a resultant 10 active Women Community leaders were identified who can work in their respective

community in terms of Community organization and facilitating of cases and spreading of pertinent information.

- **Gender Based Violence training**

To build the leadership we have given the training to 100 Domestic workers on Gender based Violence. Resource person of the training was Ms. Argha Gender Activist and a Trainer on Gender and Violence against Women issues. 3 batches training conducted on (6 and 7 September 2018 and 28 September, 2018; 22nd November, 2018) Understanding of Gender discrimination in society affecting Women and Girl Child. Women shared their personal experience of violence inflicted on them by family members and how they have also acted as a catalyst in fighting cases of domestic violence of other Women in Community.

Some of the women members shared their Domestic Violence experience in terms of physical violence by husband and restrictions imposed in mobility by her mother in law. After attending this training these women resisted such violence and even protected themselves by saying “no” to such violence and even counter attacking in case of physical battering by husband. Positive Communication with Mother in law facilitated the process of increasing mobility and now this woman is able to attend meetings organized by Sangini.

This training was organized on 22nd November 2018 at Sangini office. In depth sharing of their lives was done to understand how gender is playing the role of curtailing the rights of women specifically, its impact of Girls and Womens health, work and son preference in society. Information was received on Menstruation related hygiene issues and how the sex of the child is decided and women should not be blamed for it.

- **Training on Police and Court Procedure:** The training was organized on 19th January 2019 by resource person Advocate Aadil Raza. 26 participants. Information was received on the complaint procedure such as FIR, NC report etc.



- **Training on POSCO Act:** Mr. Prashant Dubey from Awaaj organization was a resource person of the training on 30th January 2019. 28 participants were present. Various pertinent sections were shared to the participants.

- **Training on Menstrual Hygiene:** The orientation was organized by Ms. Sudeepa Das Social activist on 13th February 2019 at Sangini office. 25 participants were present. Sharing was done by participants on individual experience and their daughter regarding menstruation specifically the myths and social barriers. Understanding was developed by participants on physiological aspect of menstruation as its part of a normal growth of a girl. Gender based myths and discrimination adds to reach and access of services related to menstrual hygiene and its management. Various doubts of participants were clarified.



- **Various legal provision related to Women (section 354 and Sexual Harassment at Workplace):** The Orientation was organized on 16th March 2019 at Sangini office by Advocate Hemlata and Advocate Anjana Dubey. 37 participants were present in the Orientation. In depth sharing was done by participants as well sexual harassment at

workplace formal and informal and sexual harassments at public places specially during travel by women in public transport.

- **Legal aid Workshop**

The workshop was organized by Sangini in Collaboration of Aman Network on 26th October 2018 on the occasion of 12 years celebration of the enforcement of the Domestic Violence act at Mohaniya Hall of Gandhi Bhavan Bhopal. Around 125 participants were present comprising of Domestic Workers who are pursuing driving, Survivors of Violence whose legal case is being facilitated by Sangini, Domestic Workers, Community members and some ngo representatives

In the morning the Panelists were. Ms.Smriti (Sathiya organization), Ms. Neelam (Sanhita Organization), Ms. Seema (Muskaan) Mrs Beena Mendake-From Safe City Honb. Mr. Ashutosh Mishra. (Judge & Registrar District Aid authority), Mr. B.M Singh (Legal aid officer), Mr. Prashant Pathak (Senior Lawyer). In the Second half the Panelists were Ms. Trupti Tripathi (Joint Director Women and Child Welfare Department), Mrs. Shalini Dixit -AGI Crimes against Women, Ms. Argha and Ms. Pushpa women rights activists and trainer of One Stop Crisis centres.

Testimony was shared by Ms. Sonali (*Changed Name*) whose case has been going on in the court for past 6 years with no reliefs from court till date and her husband has separated her children from her as well.

The role of District Legal Aid body was high lightened. The role of Pre litigation and Mediation was shared by the Legal Aid Services authority as cases are taking long time. Designated lawyers are benefitted by increased no of hearings and they do not promote direct communication of the aggrieved and the judge. The Mediation and Pre litigation process is legally binding as well. Sharing was done by Ms. Sudeepa das on behalf of sangini. Around 31 cases of Domestic Violence act was collected from various lawyer associated with Sangini and other private lawyers of Bhopal. These cases were collected from 2014 till date. In addition to information has been collected through RTI from some selected districts of Madhya Pradesh.

Major Highlights of the Study presented in Workshop

-There is delay of long years in settlement/final hearing of the cases ranging from minimum of 2 years to 6 years.
 -The types of Relief Monetary Relief is done in only some cases 3 cases ranging from a meager amount of Rs.1000 to a rare case of Rs.15000 out of 31 cases in study. In most of the cases no relief has been provided inspite of cases going on for years.

Ms. Trupti shared about the One Stop Crisis project as its being implemented since 2015 earlier it was named as USHA KIRAN scheme which was implemented in 2008. These centers needs to be implemented in 51 districts of Madhya Pradesh. One of center works at J.P. Hospital, Bhopal. Shelter is also provided for a maximum of fifteen days in the One stop crisis centers and maximum of 5 years in Swadhar homes. In such centers varied services of Counsellor, Lawyer, Medical help and

Police assistance, Shelter is being provided. Cases of Domestic violence and Sexual Harassment as workplace are being dealt in these centers.

Mrs. Shalini Dixit –AGI Crimes against Women shared the benefits of 1098 toll free no. As compared to 100 intensive follow-up is done of services. The following discussion took place where the role of the Police was discussed as it's the first point of contact for the aggrieved women which were as follows;

-Police-There is a need of having proper information of Protection officers and other services –Homes, Ngo's affiliated under Domestic Violence Act.

-They should promote filling of cases under DV act either filling the form directly or sending people (aggrieved women/families) to Protection Officers and One Stop Crisis centres of their district.IEC material needs to be available at police stations.

-The Police should send timely summons based on orders of the Court so that timely reliefs are received by women.

-Trainings need to be done on Domestic Violence of police personnel's specifically who are entrusted the work of filling FIR.

Exposure visit of Domestic workers

- **Exposure visit of dial 100(Emergency Help No of Police), Bhopal:** Exposure visit was organized of leaders at 100 dial department at Bhopal 17th August 2018 and 23rd August, 2018 dates of exposure. Total 40 women had attended. Information was provided on functioning of the dial 100 service as how call are followed up, contacts are made in respective police stations.
- **Visit to Lok Adalat:** in this exposure all the volunteers and Sangini team visited the Lok Adalat on 8th September, 2018. Where the volunteers and Sangini team visited the different departments handle in Lok Adalat such as consumer, electricity department, court of juvenile justice POCSSO, court of DV, "narcotics" court where the cases related to drugs comes. In each department volunteer have seen the process of the cases and how it is solved were explained. The resource persons were Mr. BM Singh from legal aid and Mr Prashant Pathak senior advocate legal aid department they have explain the work of legal aid and how the cases undertaken by them in their respective department.
- **Visit to Lok Sewa Kendra:** Two exposure visits(Kolar Lok Sewa and Collectrate Lok Sewa) were done in Lok Sewa departments in which all the domestic worker who have undergone the leadership training have visited the department for various schemes one window system is known as Lok Sewa in which all the government schemes are deal under one roof which helps the community women to solve their problems for example (ration card, income certificate, caste certificate, Labor card etc) are prepared.
- **Exposure of Shelter homes of Bhopal:** This was organized on Gharonda Shelter home on 12th January 2019 at Kolar Bhopal followed by Gaurvi Shelter Home on 23rd February 2019. A total of 47 participants were part of this exposure visit.
- **Visit of Online Kiosk(M.P Online):** Visit was made by 21 participants at M.P Online Kiosk of 12no stop on 1st February 2019. Information was received in various forms meant for accessing of various schemes and supporting documents. The participants got hands-on experience by seeing the navigation of various sites online and felt confident in sharing information to other community members where Sangini is working in an

intensive manner.

- **Childline:** The Visit was made on 12th March 2019 by 32 participants (volunteers of Sangini) at New market Bhopal. The system of phone in and the available team meant for case work and support. The participants felt confident by seeing the available human resource.

4.3 Alternative livelihood

- **Catering and Food Cart:**

Sangini is providing training to domestic workers to have professional catering services with marketing skills. With this Sangini is making them independent and work confidently. Sangini is giving them opportunity to start their own small business of food so that they can set an example of women empowerment and economic independence.

A Women Domestic worker is running one food thela-Hand cart and two are under the process of opening their food business. Some of the catering members went to Bangalore for catering services.

- **Care giving:**

As demand of care givers are increasing day by day due to our rapid development and growth. Sangini identified need to enhance more specific skill with requirement of employer care of elder and children so that they can fulfill the expectation of their employer and also getting more employment opportunity and increase their wages. Sangini have identified some of the candidate who are willing to work in respect for providing care to infant and elder persons including person with differently able.

- Sangini placed 7 candidates was in Bansal hospital a very renowned hospital at Bhopal but their they have given the work of caregiving. But these people have dropped because in the beginning they were offered work of caregiving role of patients and some office work but later the hospital people involved them in menial jobs of cleaning for which the candidates were not ready.
- Sangini has placed 3 domestic workers for elderly care at Jatkhedi Bagmugaliya, Arera colony paras city and Jawahar chowk.

Driving:

Sangini is focusing on providing livelihood to domestic workers and started giving driving training to domestic workers to provide them dignified job and take out them from the shell of domestic or household work. Total four wheel admission is 19 out of which 3 have dropped out, 4 were not interested in doing because of improper documents required for driving, 2 dropped from previous group, 1 is not coming. In two wheeler 6 admissions took place from which 2 are taking training, 1 is in process of taking training, 2 do not want to take training, and 01 is taking theory classes.

Sangini has enrolled 12 women drivers for four wheeler but one of them has dropped out. 3 candidates of two wheeler. 5 candidates had shown interest in pursuing the two wheeler training but there has been a drop out due to reasons such as ill health and other reasons. These candidates who dropped out showed interest in completing the course.

- 8 Women have been continuously attending the training since two years. This indicates their interest for Driving as these Women Domestic Workers have paucity of time and money. In spite of their hectic schedule of double burden of work they find time and have continuously gained the training.
- Permanent license has been prepared of 5 candidates but some of their card could not be prepared as they are not able to fulfill the required educational qualification and other supporting documents.
- More Volunteers need to be created among Forum members who can actively know the various formalities required to prepare various documents.
- Team members of Samman society Indore who have been facilitating creation of Women Drivers in city of Indore Madhya Pradesh have been coming to Sangini to do the test drive of these women drivers since two months. According to their feedback improvements have been done in their driving skills.

5. Information Dissemination and legal aid by Soochana Mitra and Nyay mitra:

A detailed baseline survey was done in 40 slums covering 105 Women Domestic Workers with details of the various government schemes availed by them, their working conditions and status in their family in terms of health, violence being faced and usage of earnings. The study is in the process of being compilation. This Project has helped in doing a detailed baseline with the help of these Nyay and Soochana mitras which in term is helping in understanding of field realities and reaching to those community members who are of disadvantaged communities.

Access has been made of various government schemes being implemented by various department such as Municipality, labour, health and women and child welfare department. Around 300 beneficiaries have been benefitted such as preparation of labor cards issued by two departments labour and Municipal Corporation. These cards have helped in accruing benefits of scholarship for children, maternity benefits.

Schemes related to government Health Insurance has been facilitated by filling of forms in recognized places such as hospitals and online kiosks. Vital documents such as UID (Unique Identity card-Aadhaar) related editing has been facilitated through government recognized private kiosks and Lok Sewa Kendras facilitating Domicile certificates. Voter ID cards have been facilitated of such denotified tribes whom are not being entertained by government officials and whom who were charged bribe for facilitating preparation of these important documents needed for getting various other benefits such as PDS supply.

Some major achievements by Soochana and Nyay mitras for facilitating linkage with various government schemes.

-3 Toilets have been constructed in Damkhedi Slum area of Kolar Bhopal.

- Voter ID prepared of Kanjar Community member who are known as Denotified tribe as police suspects them in cases related to theft. The local leaders and officials charge heavy bribe is facilitating the preparation of various documents in baghmughalia slum area of Bhopal.
- Document prepared of a women who had done love marriage against the wishes of her family members. All vital support documents were with her parents. The soochana mitra showed her own document and took an undertaking of that woman being her neighbour

as a basis her document was prepared. This process was facilitated in New Ambedkar nagar slum area of bhopal.

- Maternity benefit accrued to 3 women on the basis of prepared Domestic Workers card in Kajrikheda slum area.
- Water supply ensured of 100 families mostly belonging to deprived communities Scheduled Caste and Schedule tribe since past 14 years water supply was not there. This initiative was done through Soochana mitra and active support of Local Area Committee formed by Sangini in past years. This process was facilitated in Damkheda.

5. Case work with Women facing Gender based violence

- **Volunteers created to identify Women facing Violence from the Community**

15 volunteers from the community who are already working as the members of sangini. These volunteer has worked in a community on the regular basis and motivate them for unite and make them aware, sensitize on their rights and entitlements, to help them emerge as a movement. They have linked more domestic workers as members in the sangini.

- **Counselling and legal support**

Sangini appointed a lawyer and counsellor, to provide legal and emotional support to the victims of violence. In this regard 87 cases were dealt at Sangini in this year. Among these 9 cases are going on in the Court. During our work, we supported our community and other women in cases like domestic violence, rape, sexual harassment, child sexual abuse or any other form of violence. Sangini collaborated with Centre for Social Justice, a legal advocacy group to provide better legal training and advice to our victims and other women.

Forum Women Volunteers acting as a catalyst in Sensitive matters of Community

A minor aged Girl Domestic Worker aged 17 years and 8 months developed a relationship with a boy who was doing sweeping work in the same colony where she used to work. The boy was adult aged 20 years. On 4th October 2018 she didn't return home from work. Mother of the girl contacted a Forum Volunteer as the girl had not returned home late night as well and there was no whereabouts of her.

The forum volunteer escorted the girl's mother to police station to lodge a missing complaint. On 26th October both girl and boy's whereabouts were found in a colony of Bhopal as informed by the girl's mother, by the time police reached the place they were not there. All communications between police and the girl's mother were facilitated by Forum Volunteer. Later the couple was traced outside Bhopal city in Sagar on 1st November 2018. Police escorted them back to Bhopal. Based on the girl's statement the boy was arrested given by the girl in the court. The girl was counselled repeatedly at Sangini office as she was very depressed and home visits had been made. Currently the boy has got bail and the mother of the girl and the boy's family is ready for their marriage when the girl attains her legal age of marriage.

2. Facilitation for Counselling of a Husband engaged in Domestic Violence

A Woman aged 24 years resident of New Ambedkar nagar Bhopal. She was married off to Jabalpur city outside bhopal. Her husband and her mother in law used to engage in Domestic Violence. When the woman came back to her natal home she met Sangini's Vounteer. Later both couple came to Sangini's office. The husband was counselled and he promised that he would never engage in such acts.

3. Sangini's field workers outreach work stopped Child Marriage through support from Childline

Sangini's field worker was contacted by a relative of the 15 years old girl who's wedding was planned. The relative was a resident of Kolar area, a field area of Sangini. The wedding was planned on next day on 9.3.2019. On that day mandap was being organized at the girls house at Karond bhopal. Sangini team member took cognizance of the matter and assistance was taken from Childline.

The women relative escorted the team member and helped the team in finding the house. The team reached the girls house and demanded for age proof supporting document. The family members tried to misguide the team by showing Aadhaar card of the girl having the incorrect age of the girl. After discussions with family members the Marksheet was received through which information was received of the girl being minor. After that there was stifle between Childline team members. Finally an undertaking (*panchnama*) was made where signature was taken of 5 family members that they would not do this marriage.

The father of the girl tried to misguide the team again by communicating to the relative (sister of girls father) that the marriage is being organized but he could not succeed as the Supervisor of Childline was physically present in their house. The family members were made to understand the matter in a more vehement manner by taking an undertaking again and intimidating them that if they didn't stop the marriage a FIR would be registered.

4. Identity card of Domestic Workers Forum facilitated admission in School

Ms. Laxmi Yadav is a resident of Shahpura village aged 30 years, she is a part of the forum. She has 3 girl child. Her elder daughter was not allowed to give exam of her 5th standard exam due to non-payment of fees. The team member facilitated communication with the Principal of the School and showed the Forum card issued to Ms. Laxmi and stated that she is the major bread earner of the family and there are lots of dependent members in the family and working as domestic worker is the only source of income. The identity card and communication with Principal by Sangini's field worker convinced the Principal and Laxmi's elder was allowed to give examination. Currently the 3 siblings are studying in the same school named Raja Bhoj at 1100 quarter Bhopal and are continuing their studies.

5. Identity card of Domestic Workers Forum helped in getting House

Ms. Abida is a domestic worker aged 17 years. Her parents are aged father 75 years and mother 60 years. She has 5 siblings (3 sisters and 2 brothers). Earlier in survey of Below Poverty line she did not succeed in getting a card. Later due to Identity card of Domestic Workers Forum and Labour diary of her father and Ration card a flat of JRURM was allotted in her name in Meera Nagar Bhopal.

6. Transition from Domestic Worker to a Small Entrepreneur (Food cart)

1. Ms. Devika Verma aged 35 years resident of forty quarters at Piplani. She could pursue her studies till 5th standard only due to economic constraints. Her mother was a Domestic Worker. She had 5 siblings. She was married off when she was seventeen years old. She used to work in a Hotel at Bhopal since eight years. But due to continuous illness of her husband she could not pursue her job and two years back her husband died. Being a single parent she has care giving responsibility of 5 children (4 girls and 1 boy).

Since her husband's death she was working as domestic worker. Ms. Devika came in contact with a volunteer during their community visit. She pursued training on catering services as a result she acquired the skill of multi cuisine preparation. As she wanted to start a small business of food cart she was supported by sangini in getting a food cart and some basic material and currently she is running a Food cart near to her house at Piplani where she serves Tea, Samosa, Poha, mangoda. Devika opens the food cart from morning 11 am to 7 pm in the evening. she has even engaged another woman with her foodcart business who manages the work in her absence.

7. Food cart opened at evening by Domestic worker

Kamla bai aged 40 is a single women resident of Damkheda B Sector Bhopal. She has opened a handcart where she sells snacks since December 2019. She is a domestic worker and she opens the food cart in the evening only. Opening the food cart has increased her income and self-esteem. The care giving roles of kamla bai and her illness sometimes acts as an obstacle in between to open the foodcart, still she feels that such option of additional livelihood is a good option.

8. Single parent domestic worker gets extra income through catering and food cart

Mamta Jamulkar is a single women and a mother of a child aged 40. She is a domestic worker and her husband died one year back. She started her catering business after getting training from sangini. Sangini has given orders to her as well for their programmes and meeting. Profit has been earned by here in this catering orders

She has opened a foodcart in the evening as well from 4pm till 8 pm.

9. Catering Services expanded for outstation orders - New feather added in the cap by Ms. Varsha

Ms. Varsha Jagbandhu aged 30 years a resident of Ambedkar nagar Bhopal is taking the catering order of food preparation for various occasions. She gets the various orders in a year. Ms. Varsha has managed to take orders of two big occasions where a crowd of 500 and more people had attended the function.

She is in contact with Sangini since the last 5 years and currently her knowledge and confidence level has increased manifold with gaining expertise and exposure. Training provided by Sangini in Culinary skill had added to her expertise. She has full support from her family members. Recently a new feather has been added in her hat as she travelled to Bangalore to take the order of a family function.

We had shifted from Bhopal to Bangalore last year. This year our parents were completing 50 yrs of togetherness so all near and dear planned a get together at Bangalorewe were excited but at the same time tense about food we tried many catering services and cooks here but nobody was up to our expectations as they were trained in South Indian cuisine only then sangini came forward and extended help in form of varsha ji. She came to us from Bhopal and stayed with us for 5 days and she was really a stress buster

for me 😄She cooked all the food items very tasty that the smell only makes us feel hungryso we missed the opportunity

to click photos 😊. Sorry for that she made very tasty food whether it is dal bafley, or chole bhature or purely Pooja Wala Khana. She also made yummy chicken for non vegetarians. All guests were happy and appreciated us as they got tasty and that too homemade food served peppy hot to them. Definitely credit goes to team Sangini especially Prarthana ji for sending Varsha ji to make our event memorable for us. Thanks a ton team Sangini....looking forward for more...with best wishes

Dr Preeti Mathur 🌸🌸🌸

9. Women Domestic Workers getting Care giving jobs with better Income and Work terms

A Domestic Worker named Lalita Sahu aged 19 years staying at Chunnabhathi has been placed at Jatkhedhi since past two months. She has been placed in the care giving and housekeeping role of an old aged couple for twenty four hours. She is being paid Rupees Ten thousand. Her income has increased as earlier she was earning maximum of rupees four thousand as a Domestic Worker. She is allowed to get 3 days leave per month and to take off when she had to go to college in between for pursuing her higher education. During her work she can concentrate on her studies as well. In her house she is not able to find much time for studies.

A Domestic Worker Manavi aged 20 years staying at 12 no stop has been placed at Paras City Rohit Nagar Bhopal for care giving role of an old aged woman since past three months. She is getting 8000 for her services from morning 8 am till 6 pm. On a monthly basis 3 leaves are allowed and commutation fare is also given. She was given stale food by employees but Sangini representatives intervened and had a communication with employees to solve this issue. Manavi is happy about this placement as she is an orphan her parents have died and she is currently staying with Maternal aunty (mausi) who is suffering from cancer. Her sister was also married off in her childhood days. Her experience of work is better than her previous caretaking role of a small child as she could not sleep the entire night as the kid used to stay awake. She had to travel far away to resume her work as well.

A Domestic Worker named Mamta aged 35 years staying at 12 no stop is getting rupees 11,000 for twenty four hours service at Shyamla hills Bhopal for twenty four hour service since one month. She has entrusted the role of caregiving of a 70 years old woman. There is another maid in that house hence her caregiving role is limited to care taking of the aged woman only, hence her work load is less as compared to other work where she used to do. Earlier she was doing cooking work in a house where she used to get 3000 only. Her husband is an alcoholic person and he doesn't do any work. Her children are young enough to take care of themselves.

Ms. Jayshree aged 28 years has been placed at Saibord Bhopal. Her employee is a female teacher staying with her husband and two young kids. She is getting 3000 from 2 pm till 7 pm doing major household chores of cleaning clothes, utensils brooming etc. Her employee is of very cooperating nature. Jayshree has a flexible time of work. She is very poor and her husband is not getting any work as both husband and wife are of very simple nature and they do not have much bargaining skills. Taking advantage of their nature people used to engage them in low paid jobs or didn't used to give money. Hence this work is of very importance to Jayshree and it has let her to meet her basic family needs.

Suman aged 40 years staying in 12 no stop has placed at Shahpura. She is being placed since 5 months for care giving roles of an aged woman who had gone through an ailment operation of uterus tubes. She is coming for around an hour two thousand from bathing her and some basic work. She is working in other places of cleaning utensils. This additional work of less time engagement as increased her income and it's of great help as she is staying separate from her son and daughter in law. Her employee herself was a domestic worker earlier but due to attaining higher economic condition based on children's employment she had left this work.

10. Breaking Gender Stereotypes –Saarita wants to make a place in the World for her.

Saarita Pancheswar aged 22 years is pursuing driving classes of four wheeler since a month. She is pursuing the training of driver through Sangini as "she wants to make a place in the World. Saarita also added that driving as a profession can be done till old age as well". She is the only bread earner of her family as she was entrusted this responsibility since she was 16 years after the death of her father and her brother staying away with his family after marriage. Since childhood she has been doing labour work with her mother. In her course of work she has learnt the skill of masonry when she was around 14 years old. She could only pursue her education till 8th standard due to financial problems since childhood. Her father was a guard with limited source of income.

Saarita has also broken Gender based stereotypes of Society as well in terms of her dressing,sexuality and choice of Profession. Currently she has also taken an additional responsibility of being an instructor on behalf of Sangini for facilitating learning of two wheeler driving for Women.Young girls are now coming to Sangini to learn two wheeler learning as well. Being an instructor of two wheeler her earning has increased and now she feels contented as well as she can pursue her dream of driving and helping young girls to learn two wheeler.In her free time she takes up work of car washing as well.

Saarita is now a student and a teacher as well.The monetary gain from Sangini has helped her to take care of her mother as she is unwell.Saarita is very happy and contented in this work involvement as pursuing higher education is not possible as she is not in a condition to do formal education more due to her financial responsibilities and losing interest in studies has long years have gone since she left her studies.

11.Driving a Traveller has increased Taameshwaris confidence Manifold

Ms.Taameshwari Prajapati aged 35 years is pursuing the training of driving four wheeler since one year through Sangini. She got in contact with Sangini when team members used to come to her area for making domestic workers card. Recently she got an opportunity to give a test drive of a traveller as there was a requirement of a driver in tribal department.This requirement was for sending of students to coaching classes from hostels supported by government.Taameshwaari gave the test ride confidently where she drove the traveler that too when 18 girls were seated in the vehicle. She drove the vehicle for the entire day from morning till evening. Unfortunately she did not get selected as she didn't had heavy vehicle license.Inspite of not being selected her confidence level has increased manifold and it is having a ripple effect on other trainees of driving as well.Inspite of being a single parent of three children she confidently manages herself and her family well.Tameshwari is still pursuing the work of Domestic worker and she is busy from morning till evening. This kind of involvement and opportunities provided by Sangini has made her confident and has increased her aspiration for doing more such kind of work.Staying far away from Sangini office and being busy for the entire day doesn't dissuade her to continue her practice.

12.Daily Practice without fail-Rekha believes she would be a full time Driver.

Ms.Rekha Yadav a domestic worker is pursuing driving classes since one year. She now confidently rides 10 kms daily with another female driver who is also a domestic worker.Rekha daily pursues her classes for an hour in the evening. Currently she acts as a part-time driver.Ms.Rekha is not working as Domestic Worker since last two months as she is having a skin infection in her hands. This has been developed due to being in contact with detergent powder during washing activities of dishes and clothes.She wants to leave the work as Domestic Worker as this activity aggravates her skin disease. In future she aspires to develop as a Full time Driver.Rekha stays in Saibaba nagar Bhopal,she has two children one girl and a boy aged eighteen and sixteen years. In the beginning the family was little sceptical about her driving but now they are confident about her decision of decision.She feels that one day she would escort her children while she is driving.Rekha is especially interested in driving school vans. She feels that children would be more safe in the hands of female drivers as there have been increased cases of child sexual abuse by male drivers of school in the city.

She commented that if there are more no of Women Drivers in the street then women would feel safe and these women drivers would also act as a deterrent agent of violence against women in public places and would make the city a safer place especially for women and children. Currently she is looking for an engagement as a full time driver and she feels that this is a next level to be crossed as society doesn't accept and engage women drivers so easily but she is positive as there are some people who want to promote change in society. She heard from somebody that a women lawyer is interested in engaging a women driver.

13. Women Domestic Worker: Not just doing household work only but also doing driving

Asha Mehra a domestic worker a resident of saibabanagar Bhopal also engaged as a driver in addition to household activities of a particular family. She has been entrusted with this additional responsibility by the family as she had gained this additional skill of driving from sangini. She used to drive the two wheeler and four wheeler Vehicle of her employer and Children of the household. A boy aged 12 years was escorted through two wheeler or four-wheeler from her school or coaching. This is a major achievement as they have entrusted her to do so this new additional work engagement of Asha has made her happy and confident. She did this work till May 2018.

14. Starting from Two wheeler to four wheeler driving skills- Facilitating Transport of Children from schools

Rani Vishwakarma 34 resident of kolar area Bhopal currently does the work of bringing two children from school through two wheeler as she had gained this driving skill from sangini since. She did the commutation of two children through her scooty since July 2018 and got an income of 300 per child per month.

Based on this new job avenue she decided to increase her work and decided to buy a four wheeler so that she could facilitate commutation of more children. She got training of Four wheeler training from Sangini and has been practising since past one year. She Parents of 12 children are ready to engage her for doing the commutation work. Rani Vishwakarma wants to purchase a four wheeler for this purpose and is trying hard to get a loan for this.

15. From being a trainee of two wheeler to an instructor.

Ms. Durga aged 25 years a domestic worker has enhanced her skill of driving two wheeler and four wheeler by attaining training in driving skills. She would be involved as a two wheeler driver soon.

She was married when she was 14 years old only and became a mother only when she was 16 years only. She has two kids one boy and a girl aged 6 years and 1 and a half year. Her driving license preparation was facilitated by Sangini organization. This new involvement brings change in her life and now she feels confident and brings change in her monotonous and life with drudgery of life. Durga's husband is a driver and he doesn't have much confidence that Durga can be a driver as it's men's arena but still Durga doesn't lose hope and she continues to pursue her interest.

16. Womens drivers circle acting as a social net

The women drivers 11 are not just co trainees but they are good friends of each other. They are now very comfortable with each other, they share their problems at ease with each other. They celebrate birthday party and picnic with each other. Now they feel that if there is any issue in their personal life including Domestic Violence they can share their problems with each other and can get timely help. Some of them are very confident they have the courage and confidence to dial emergency no dial hundred as well. Entertainment and Ventilation of personal problems is a very necessary element of Health mind and body as these women drivers are getting such benefits.

17. House keeping training changed Saavita's life totally

Saavita Raikwar aged 26 years works in a renowned Hotel of Bhopal named Hotel Paalash owned and run by Madhyapradesh tourism department. She is earning a good amount of Rs.8500 per month. Sangini had provided her a training in Hotel Management. She shared that her confidence and skill has increased manifold as since two and a half years she has been working. Earlier as field officer at Sangini and now in this hotel since six months. Saavita now has developed confidence of doing any kind of job and her mobility has increased. Saavita stays with her parents. In spite of being separated from her spouse she is economically independent. Saavita was a victim of child marriage. She independently does follow-up of the legal case going in the court against her husband as a resultant court has given order of maintenance in by the husband of Rs.1500 per month but it still needs follow-up of recovery. In addition to it she is increasing her educational qualification as she is pursuing graduation in humanity through a correspondence course. She commented that as her thinking is changing her parents thinking is changing as well. She is getting support from her brother as well.

Key Impacts

- **12 domestic workers trained in driving skills and are able to find new avenues of employment and 11 women are daily practicing training.**
- **Training provided to 25 women on care giving.**
- **340 community women's domestic workers leadership has been developed through training, exposure, handholding support to reduce incidence of oppression and exploitation among domestic workers.**
- **New Volunteers (40) added in the human resource of sangini and total 55 Volunteers of sangini working in 40 slums of Bhopal.**
- **Total Women Placed as Domestic Workers 20.**
- **Women Domestic workers have started their own business of food cart at public places 7. This has increased their skill and have added to their income.**
- **7 women are engaged in catering activity and now are taking varied orders.**
- **4 Women who were placed are continuing their work in Hotel as House Keeping In charge and Front Office as well. (Amer Greens, Amer Palace, Palash).**
- **3 placed in business boutique, beauty parlour, organic foods company.**
- **7 Placements in Hospital. (Drop out 7 of them as job not suited them)**

Legal Intervention

- **Total 87 cases on legal intervention.**

The caretaking placement of Women Domestic Workers have started yielding result as they have been employed with better working terms of leaves, employee behaviour and a written contract of terms of work between employee and employer and a mechanism of feedback.

- **The Catering Service group members have started getting orders from outside the State of Madhya Pradesh they have gone outside state and their work has been appreciated.**

- **The placed hotel management trainees have got good job opportunities in renowned hotels and they are continuing their work as their work is being appreciated with better opportunities.**
- **The legal aid work done by Sangini is being appreciated by legal aid services authorities, women and child welfare and police department. Advocacy related works are being appreciated as Sangini is also working towards better implementation of legal remedies through implementation of laws and systems.**
- **Working with Men has been made a systematic intervention with interactions with boys and men as domestic women workers need a facilitative environment from family.**
- **Forum Volunteers have become more strengthened as they are getting opportunities to represent various platforms that too outside the state and they are vehemently raising community issues.**