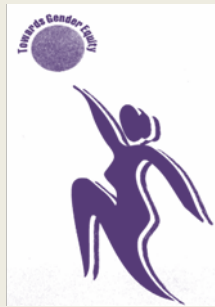


**Annual Report**  
**2017-2018**



*Sangini Gender Resource Center*  
*Bhopal.*

*A-4 Jai Bhavani Phase-2, Rohit Nagar, Bhopal (M.P)*

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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 and strengthening of livelihood activities for women such as introducing Driving as a profession and linking with IGNOU for other certified courses.

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*

*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 center, 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

#### 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 Labour) 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 labour 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.



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

यदि आपके साथ किसी भी तरह की छेड़खानी, यौन हिंसा हो रही है ... नजरअंदाज ना करें, चुप ना रहें, आवाज उठाएं।

**कानून आपके साथ है, हम आपके साथ हैं।**  
**याद रखिये, अभी नहीं तो कभी नहीं ...!**

मोटर चलती पों - पों - पों।  
 महिला हिंसा नो - नो - नो।

बस, टेम्पो, मिनी बस और कार।  
 सब जगह महिला हिंसा से करें इनकार।।

**सार्वजनिक परिवहन में महिला हिंसा के खिलाफ...**  
**स्वामोशी तोड़ो अभियान...**  
**चुप्पी तोड़ें आगे आयें। महिला हिंसा से मुक्त शहर बनाएँ।**

यह प्रत्येक यात्री की जिम्मेदारी व अधिकार है कि वे ऐसे अत्याचार कों रोके। ना महिला हिंसा करें, ना करने दें।  
 कोई घटना होने, घटना की रिपोर्ट नहीं लिखे जाने या कोई कार्यवाही न किये जाने की स्थिति में आप निम्न पते पर सम्पर्क करें।

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**सार्वजनिक परिवहन में महिला हिंसा के खिलाफ...**  
**स्वामोशी तोड़ो अभियान...**  
**चुप्पी तोड़ें आगे आयें। महिला हिंसा से मुक्त शहर बनाएँ।**

बड़ी चुप्पी चुप्पी को तोड़ रही हैं वो वे चली-आपकी (बी और आर), जब भी कहीं किसी बस में, उलट बस में, टेम्पो में, मोटोक में यात्रा करते हैं तो महिलाओं को लेकर इस तरह के कमेंट-टीज सुनते हैं। यह आदतें काले-धोने की बरतों जवनी में रह ना पीलने की पर परिवार भी जदी करते हैं। यारो यह सपना हमारी अस्तुत में सम्भिल हो रहा है। क्योंकि महिलाओं के खिलाफ हिंसा तो अग बस यानी जारी रही है।

कई बार हमने देखा है कि इस पूरे प्रक्रिया में पालक-परिवारिक भी शामिल हो जाते हैं। कई बार परिवारिक दस तरह से गेट पर खड़े होते हैं कि नक़्क़ातारने वाली महिला साहसिकी को दिक्कत होती है, या पालक अपना अर्धना सेट कर महिला यात्रीयों को इतरने करते हैं और स्वामोशी (चुपि अग और बी) चुप रहती हैं। किके चलते यह हिंसा ट्रेन-टीज चलनी रहती है। बस यही पर हमने आसरे चूक हो गईं। जवनी है। क्योंकि जवने महिलाओं के खिलाफ होने वाली हिंसा पर चुप्पी बंधन थी और तब रहे हैं। कबकि जवने तो यह आदिप का कि इन सब दरका चुप्पीपर विरोध करते-पारो दिक्कत-कोपी देखा करने गले हैं, तो बस भी कुछ कम नहीं।

जाने-अपजाने इस तरह की घटनायें महिलाओं के सम्भिल को तो मोड़नी ही हैं।  
 रोकिने करने वालों को भी यह यही पता कि यह सब कानूनन अपराध है।  
 कब... ? आपकी भी नहीं पता!!!! चलिए, वो अब जान लीजिए।

✦ "बहाली बस में महिला से शारीरिक सम्पर्क (चुपे को कोविज करक), अर्धना सेटिंग दिक्कत या यौन प्रकृति का कोई अन्य अपराध इतरिक, मौखिक या फिर मौखिक अपराध, तीरक दिक्कत (मौखिक-शारीरिक) अन्य कलाय फारीयप सेट

**Cultural Group:**

Nukkad Natak was organized on Child marriage organized by Community members in twenty slums during summer time. Due to which women facing women violence contacted





*Sangini organization.*

*Similarly during the protesting violence campaign street play was organized on eve teasing in several public places of Bhopal. In the evening such nukkad natak are done at community level during which awareness was done on Women*



*Safety app which can be installed on smart phone managed by We CARE FOR YOU team of police. These Nukkad Natak were also organized at twenty places.*

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

*-Collaboration with various organization and network:*

*PLD-(Partner in Law and Development)-Two day workshop was organized on Sexual harassment at workplace on 24<sup>th</sup> and 25<sup>th</sup> April 2017 participated by organizations and media persons.(30 NGO and 48 Media Persons).*

*AMAN-This is a network of Womens organization working against domestic Violence. A National level Study was done on interface of Domestic Violence with Health and Legal Aid in the month of May 2017. The data collection was done from two districts facilitated by Sangini in the State of MadhyaPradesh.*

### *Safety Audit*

*A workshop was organized at Sangini office in the month of March 2017 participated by 50*



participants on doing of the Safety Audit followed by these 17 volunteers did the safety audit in various parts of Bhopal. This process was facilitated by Safety Pin organization New Delhi.

Domestic worker workshop at Bhopal festival  
(Bhopal jan utsav)

This was organized by various groups a session was organized sharing the issues of Women in unorganized sector and Domestic Workers specifically. This was organized on 28<sup>th</sup>



December 2017. Followed by this a rally was organized where Domestic Workers had organized.

### Trainings

- Training for Women and Child Welfare department on Sexual Harassment at Workplace on 20<sup>th</sup> September 2017. This training was attended by Internal Complaint Committee members of various department.
- Training was done of team members of Vikas Samvad and their partners-27<sup>th</sup> December 2017.

### -Engagement with Government

- Committee formed by Directorate of Women Empowerment Madhyapradesh in the month of June 2017 in reference to a Suo moto issued by High Court Jabalpur to Stop Violence against Women. Ms. Prathna from Sangini was part of the Committee representing ngo. These Committee meetings were organized at Bhopal and

Jabalpur. Review was done on the suggestions were presented followed these meetings.

- Police department On 2<sup>nd</sup> February 2018 training was organized in collaboration with Police department at Sangini attended of around 30 participants for use of Safety app.

- Road Transportation- License were prepared of 10 women drivers who are domestic workers trained by Sangini. The officials helped in smooth facilitation of the process as women were not so savvy in using of smartphone as tests are conducted through this process.

- Municipal Corporation - We have linked our domestic workers and they also helped them in making the domestic workers card under the Domestic Workers Scheme 2009 *Shahri Mukhyamantri Gharelu Kamgaar Yojana* and them with the various government schemes run for their livelihood.

### 3 Campaign and Networking on various Gender based issues

#### Campaign & Day Celebration:



International Campaign for protesting violence campaign against women day was organized from 25<sup>th</sup> November 2017 to 1<sup>st</sup> Feb 2018.

In this context a consultation was organized on "Women and girl safety" with support from Madhya Pradesh police was organized on 25<sup>th</sup> of November 2017."

Open discussion was organized with women's group. More than 40 group's individuals participated representing Forum for justice, Samhita, mahila samiti ,Muskaan, Bachpan, Hifazat, Vikassamwad, Aawaaj, Abdeya society ,Special cell for women, Dishanjali, Nari and individual gender activists. Police representatives were also present so that they could share about the "we care "programme of the Police where some toll free no has been specifically devoted in receiving calls and a app named *Wsafety* has been launched which can be used offline as well.

#### Suggestions presented by participants:

- There should be regular monitoring of implementing agencies by a separate department.
- District legal aid authority should take action against police who ignore the immediate action against violence against women.
- Many help line numbers are working respective department should take of it.
- Safe city initiative should be monitor by the civil society.
- Gender training should conduct for police personnel, Shourya Dal, and Member of Nagar Suraksha Samitis.
- Selection of Trainer for these Gender trainings should be take care off where trainers are experienced on this matter.
- Senior police should conduct a review meeting for the functioning of the police department and ensure the participation of civil society and common people.

#### Campaign at public transport



Sangini team had done this campaign on safe city for women's in public transport with the collaboration of bcll and MP police. During this



campaign our team has interacted with the drivers, conductors and other civil society members and they have shared their views and opinions regarding the women's and girls' safety at public places and in public transport.



Game of snake and ladder was played at various public places in different communities to understand Gender

based differences prevalent in the Society. In this program communication was established with men's and boys about the safety and security in public transport. Broachers, stickers and other materials on women safety were distributed.



### Awareness Program against Rape and Sexual assault

Followed by an incident of Gangrape of a Women near a railway station of Bhopal various women's organization and progressive groups came together to create awareness among community at large by



spreading information on acts and laws through posters and placards at various public places. Some suggestion were



presented to Police department for speedy justice to the victim and prevention of such incidents in the future.

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

##### Meetings of task force members:

Intensive contact established with 15000 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 385 domestic workers have been developed as leader's .The identity and visibility of these committees and leaders are very high. All leaders have a blue colored 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.

Website Development we have developed website [www.dwrf.org.in](http://www.dwrf.org.in) and we maintain it annually.



## Development of modal society

### Meeting in modal society

Sangini had adopted five societies to establish a role model so that regular meetings, dialogues with workers and employers could



be facilitated through regular interventions. Employer's club was formed to organize activities to have connectivity with employers and their workers and try to establish to maintain dignity of domestic worker and also prepare

domestic workers for their responsibilities. Meeting with employees and employers- In various societies of Bhopal (Kwality parisar, Mahindera.). This efforts were done for a period of six months July to December 2017. There were some bottlenecks in continuing this work with employees as they didn't want to cooperate much on developing some rules and ethics of working of these domestic working in terms of leaves, hours of work and payment of salary as they feel it would be against their benefits.

## Leadership development of domestic workers



Training on constitution and human rights: To develop the Leadership of domestic workers to training was organized of one day each in three. Batches covering 100 domestic workers. The training was impacted by Mr. Ram Narender syag who is an expert on the

subject area of constitution and human rights. (30<sup>th</sup> October 2017, 15<sup>th</sup> November 2017 and 24<sup>th</sup> November 2017).The objective of the training was to improve knowledge and attitude of domestic workers so that they can become more skilled and confident in terms of sustainability. These women's will provide support and make legal assistance to the domestic workers in cases of violations of human right. They can also negotiate with the different government department towards their rights and entitlement and work with other NGOs, media, and groups for their empowerment.

Leadership Training (Gender training): To build the leadership we have given the training to 112 Domestic workers on Gender based Violence.(29<sup>th</sup> January 2018 and



30<sup>th</sup> January 2018 and 23<sup>th</sup> and 24<sup>th</sup> February 2018.Resource person of the training was Ms.Argha. 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 an catalyst in fighting cases of domestic violence of other Women in Community. Similarly one day training was organized by Ms.Prarthana on 14<sup>th</sup> March,27<sup>th</sup> March 2018.

*Exposure Visits – Sangini had facilitated visit of Women Domestic*



*Workers and its team members at “Samman” organization Indore to have an exposure of the ( women’s on wheels program) initiated by them as these trained women drivers have taken*

*driving as their profession. Around 50 women have pursued driving as their profession.*



*10 domestic workers (9 of them were trained as Women driver by Sangini) and 7 staff members had gone for this exposure visit. This was organized on 27<sup>th</sup> February 2018. These team members interacted with 20 women who were women drivers trained by*

*the organization or have taken the profession of driving after receiving the training .The Women felt encouraged to learn more and increase their technical expertise.*

### Alternative livelihood

#### *Driving:*



*This year Sangini focussed on providing alternative livelihood options to domestic workers so that they can have better source of livelihood in terms of monetary gain and having getting more dignity and security.*



Sangini is in the process of 10 domestic workers which started April September. In the beginning selection was done women drivers from domestic worker. Criteria were decided in terms of education. Information was shared in 40 slums by Sangini team members. The Selection process went for three months.



License of two wheeler and heavy driving was prepared of these 10 women; training was given on traffic signs so that they can clear the exam. All required supporting documents were facilitated as Sangini so that license can be easily prepared. On road practice was organized in the month of September as they were enrolled with Maruti driving school for 10 days. After that regular driving practice was conducted by the organization which includes the practical training as well as class room trainings which include technical and empowerment training through trainers from Sangini which is being continued.

Driving camp- To select more drivers driving camps were organized on the march 2018 at 6 slum of bhopal (PC nagar, sabzi farm, sai baba nagar, bagmugaliya, kanha kunj, anna nagar, banjari, piplani). Door to door contact was established. Women who were already pursuing training gave a demonstration of driving four wheeler in the community itself so that other women could be inspired and encouraged to do so. This process is still going on. Lot of women showed interest in pursuing the driving course.

Housekeeping/Hotel management:

This year Sangini felt that there is need of more skilled workers for "Housekeeping and hotel management". This training was provided to 11 Women domestic workers and their girl siblings certified through IGNOU (Indira Gandhi National Open University). Domestic workers have taken 50 days training which includes the different types of arts and handicrafts, theoretical and practical knowledge during the training process they have done internship in various renowned hotels of Bhopal such as Amer Palace, Welcome hotel, courtyard by Marriott, Jahanuma hotel to build their professional skills. This certificate course was completed on April 2018.

*Front Office training :*

6 participants completed this certificate course by IGNOU. Out of these 6 participants 3 of them domestic workers and other 3 were from the slum area where the Domestic Workers forum is active.

*Caregiver:*

In present senior the demand of care givers are increasing day by day due to our rapid development and growth. We identified need to enhance more specific skill with requirement of employer care of elder and children so that they can fulfil the expectation of their employer and also getting more employment opportunity and increase their wages. With this motive we have identified 25 domestic workers who were willing to work in respect for providing care to infant and elder persons including person with differently able.

For this Sangini have given 10 days training to domestic workers and Mr. Kishor and his team from "care taker home services" was engaged for given the training in the month of December 2017.

During the training domestic workers were trained how to greet and behave with patient and elders, cleaning methods for patient, first aid treatments, blood pressure and sugar check-ups, nutritionist have given the various tips for food, basic exercises tips were also given to the domestic workers etc. After the training they have taken a feedback test of the domestic workers and on the basis of the test trainers have provided the grades and certificates were distributed.

#### Catering:

Sangini have trained 10 domestic workers in professional catering services with marketing skills. So, that they are able to start their own venture or collective work and set an example of women empowerment and employment. Chef from



Amer Palace Mr. Suresh Rathore was appointed for giving training. He has given his cooking tips and taught how to cook different dishes such as



mutter panner, kadai panner, malai kofta, mixed veg, dal fry, butter panner, Chinese dishes, continental dishes, veg-biryani, soups etc. In this activity first we have mobilize and motivate our catering group which is

already exist in our community and also invite new members to join it.



After the training all the domestic worker has given their business plan so that they can start their own venture in a planned way and we can also link them with the different government schemes of employment for financial support.

We have also given the training to 8 domestic workers who will take orders of sangini and promote their skills. Livelihood activity: Stall at Gandhi bhavan on Bhopal festival under the banner of "SANGINI KI RASOI.

#### Placements and Enrolment done of Domestic Workers in Job avenues

- Enrolled 14 domestic workers with low qualification in "service master clean pvt.lmt." company, Bhopal in which they will provide three days training program which will includes the practical knowledge. And they will also place them in malls, departmental stores.
- Placement done of 7 women in various job avenues and companies dealing with organic food named Green and Grains, Parlour, Boutiques and Domestic help.

#### 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 motive 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 52 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.



## Key Impacts

- 10 domestic workers are in the process of becoming women's drivers are taking regular training of driving.
- 25 domestic workers are trained as care givers who will give care taker services to elderly, children and patients.
- 10 domestic workers are trained as a professional caterer and they will start their own venture. 8 domestic workers are trained who will take catering orders.
- 11 domestic workers are doing internship in different hotels of Bhopal after taking the housekeeping training from the IGNOU.
- 4 domestic workers are enrolled in the service master clean pvt.lmt. Company. After taking training they will be placed in malls and other departmental stores.
- 4-5 workers are taking training of front office staff.

- 15 volunteers are working in the community for their empowerment and linking the other domestic workers as a member of Sangini.