

Annual Report (April 2019- March 2020)

HUMSAFAR Support Centre for Women

ANNUAL REPORT

1 APRIL 2019 – 31 MARCH 2020

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1. ABOUT HUMSAFAR:

HUMSAFAR, a Support Centre for Women in Crisis was set up in November 2003 in Lucknow, Uttar Pradesh, **to ensure a holistic response to women's human rights violations.** It is collectively managed by a group of activist volunteers. Currently it is registered as a Trust in Lucknow.

The Centre has provided a wide variety of support services to **9277** women survivors (from November 2003 to March 2020). The support includes paralegal, legal, medical, social mediation, counseling, rescue, shelter and rehabilitation. Often it is a struggle for women in Uttar Pradesh to access the police system for justice. Over the years HUMSAFAR has enabled many women to register their cases with the police.

To create an enabling environment for gender equality and equity HUMSAFAR also works in **24** communities and **20** schools and colleges of Lucknow division which includes the districts of Lucknow, Unnao, Sitapur and Hardoi.

1.1 VISION:

HUMSAFAR envisions a just world without gender-based discrimination and violence where violence survivors can access justice to live empowered lives with rights and dignity and to work with society to recognize and challenge violence.

1.2 MISSION:

HUMSAFAR works in a feminist perspective to prevent gender based discrimination and violence by creating an enabling environment. It helps violence survivors make informed choices within a rights framework to access justice and rebuild their lives and reclaim their rights.

1.3 OBJECTIVES:

The objective of HUMSAFAR is to ensure a holistic response to women's human rights violations in Uttar Pradesh. Within this larger objective, the sub-objectives of HUMSAFAR are –

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- To provide or arrange for necessary psycho-social, paralegal, medical, shelter and other types of support to women survivors of violence in Uttar Pradesh, using human rights principles.
- To provide support to other women's crisis support centers in the state and elsewhere who may need assistance for their casework.
- To initiate alliances with state mechanisms e.g. Police, to provide support to survivors using human rights principles.
- To engage larger civil society in understanding and addressing Violence against Women (VAW) in their regular capacity as citizens, workers, neighbors, teachers, students and so on.
- To create a platform for organizations working on women's human rights violations in the state of Uttar Pradesh for building a common understanding on how to address VAW using human rights principles.

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Working with Women Survivors of Violence

HUMSAFAR's primary work is casework of women and adolescent girls struggling against gender based discrimination and violence. The casework unit's activities centers around providing a wide variety of support services to women such as paralegal, legal, social mediation, counseling, rescue, safe shelter, rehabilitation etc.

During the last one year (April 2019 to March 2020) HUMSAFAR has enabled many women to register and fight their cases. During this period HUMSAFAR intervened in a total of **347** cases. The break up is as follows:

- **116** new survivors approached HUMSAFAR.
- HUMSAFAR followed up **96** on-going during this period.
- Legal as well as telephonic advice and other relevant information were provided to **135** cases.
- HUMSAFAR has successfully resolved **38** cases through social mediation during this period.
- Help of the police was sought to resolve **25** cases.
- We supported **23** new survivors to file their cases in different courts and increased their access to the formal justice system
- **32** survivors had been referred by old satisfied survivors that show the satisfaction with our services and trust of survivors on HUMSAFAR.
- **8** survivors decided to get out the abusive marriage and filed divorce cases in the court.

We have seen that a number of young women are coming to us with their problems (natal home or marital home) and seeking help to take decisions to get out of abusive relationships.

Many women have admitted to suffering domestic violence in their homes during the COVID 19 lockdown. They have sought counselling and legal advice for the physical, psychological, emotional and sexual violence that they are subjected to. They have said that they would raise their voices against the violence and seek assistance from HUMSAFAR after the lockdown is lifted and courts function normally.

In several cases, relatives of violence survivors have sought advice from HUMSAFAR on how women suffering violence could be helped.

Capacity Building Session With Survivors

107 VAW survivors participated in these capacity building sessions. In these meetings discussions were held on issues like gender based discrimination, patriarchy, recognizing violence, sexuality, reproductive health. Women survivors have struck friendship. In these peer group meetings, they share their dreams, hobbies, worries and fears. Shared experiences provide them strength.

While one survivor said that attending the meetings provided her strength to continue her struggle, another said that she was leaving all her negativity behind and feeling determined to continue her fight. One survivor admitted that she looked forward to these meetings as they energized her.

Dosti ki Shuruaat

During a workshop on gender based discrimination women shared their experience on restrictions of movement. They said that despite being born in Lucknow they had never visited the *Bada Imambada* as no one in their family took them and going there alone was not encouraged. That very day six violence survivors planned to visit the *Bada Imambada* and *Bhool Bhulaiya* after the meeting before returning home. In the next meeting they admitted that the meeting had given them the confidence to take this important step to live life at their own terms and move on in life shedding those sad memories which bog them down.

Awareness Session with Police Officers

During the meetings with police officers, they are oriented about gender and laws like Protection of Women from Domestic Violence Act

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2005. Around **77** police officers have participated in these meetings. These meetings were held in the Mahila Thana Lucknow, Balaganj police post, Thakurganj police station as well as the, Qutubnagar police post and Pisawan police stations in neighbouring Sitapur district.

Engaging Community to Challenge VAW

In **15** communities of Lucknow district, around **720** meetings were conducted with women, adolescent girls, boys as well as men. In these meetings around **3600** women, **1100** adolescent girls, **400** boys and **150** men participated. During these meetings besides discussions on gender-based discrimination and violence and early marriages the issues weighing on the minds of the community were also addressed, like- electricity, roads, drinking water or ration. Additionally, the members of the Sakhi Samoohs are engaged in finding out how they can further strengthen their groups so that they can effectively address these issues in these communities in a manner that the community members can become aware about various government schemes and learn how to access them.

Women in the communities discuss the violence against them or other women they know. Their meeting is facilitated by active members of the *Sakhi Samooh* or HUMSAFAR team so that they can avail the services provided to women in crisis.

12 violence survivors have been referred by Sakhi Samooh and community women to HUMSAFAR for support services.

Sakhi Samooh Interventions

Every three months a capacity-building workshop is conducted with Sakhi Samooh members for building leadership qualities. In these workshops around **98** Sakhi Samooh members had participated. During these discussions in the community it was clear that they were

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curious to know about the current political and social environment as they had many questions. In this context HUMSAFAR has expanded the module of the workshops to include gender, laws to address gender based discrimination and violence, rights guaranteed under the Indian Constitution and discrimination based on caste, religion, disability etc. To facilitate these discussions we have invited subject experts as resource persons.

Constitutional Rights Awareness: *Aao Samvidhan ko jaane*

During the discussions, it became clear that women and adolescent girls were not quite aware of their rights guaranteed by law. Hence, during these workshops HUMSAFAR focussed upon the Indian Constitution and the range of citizenship rights enshrined in it. A film show of 'Article 15' was organized to facilitate a discussion around the issues that the film touched upon and how to get redressal if these rights are infringed upon. Women learnt about their constitutional rights when earlier they were not even aware of the constitution. Now they know how to raise issues concerning their rights.

Discussion on Discrimination:

To create awareness among women about religion-based discrimination, the film 'Rice Plate' was shown to facilitate a discussion. The film was watched very seriously and a lively discussion followed. Women shared personal experiences about facing inequality and discrimination of various kinds. Women observed that even in public places like a hospital, which is accessed by everyone, there were instances of discrimination on the basis of religion, caste and even class. Some women shared their experience of religion-specific jeering saying that they were often told that they produced too many children or remained dirty etc.

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An in-depth discussion on the subtle and distinct discrimination faced by the Dalit communities was conducted with the participants being prepared for leadership roles. Resource person Mr Ram Dular from the National Campaign on Dalit Human Rights (NCDHR) conducted the session in which he spoke of the historical struggle and forms of practicing social discrimination and sexual exploitation of Dalit women like Daasi, Dayan, Devdas. He also explained the rights ensured in the provisions of the Scheduled Caste and Scheduled Tribe (Prevention of Atrocities) Act, 1989. A participant shared her story saying that she washed dishes in households where she was not allowed to eat in those very dishes that she cleaned. According to her, till then she considered it a normal practice till she learnt in the workshop that it was illegal as under the law all individuals are equal. Members of the *Sakhi Samooh* themselves challenged their family members against discrimination of members of the Dalit community in their day-to-day interaction.

Additionally, as a result of *Sakhi Samooh's* interventions the youth have become more aware about different sexual identities and orientations. Some of them have come out to share their sexual identity among their peers.

Leadership Sessions with ASHA & Anganwadi Workers

Every quarter a capacity-building workshop is held for Anganwadi workers, Accredited Social Health Activists (Asha workers) and Auxiliary Nurse Midwives (ANMs). Around **78** such workers participated in the capacity building in which there was discussion around gender, gender based discrimination and violence, patriarchy and laws related to women. The idea of the capacity building workshops with these workers is that they being front line workers

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can help women identify and address violence and guide them to avail services available at HUMSAFAR.

A participant shared her experience where under family pressure she had got her daughter married off at the age of 17. She admitted that after getting associated with HUMSAFAR she understands the disadvantages of early marriages and hence will ensure that her second daughter is married only after she completes her education.

Learning about Relevant Laws

During these meetings information regarding women related laws like the Protection of Women from Domestic Violence Act 2005 and Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 is given in detail. The women are oriented about how to understand the kinds of violence and sexual harassment as defined under these laws and access justice. Women health workers are told how they should lodge complaints in their department Internal Complaint Committees (ICCs).

An Asha worker admitted that they are often harassed by the police during their work but only now she has come to realize that it is a punishable offence as earlier she was not aware of this law.

During these meetings discussion about the difference between miscarriage and abortion was held and they are told about the Medical Termination of Pregnancy Act 1971. Detailed discussion on the legal aspect is held as even Asha workers and Anganwadi workers are not aware of the provisions of this law. Most women consider abortion as wrong and criminal. They believe that a woman has no right to go for abortion. During discussion it is explained how under certain circumstances women have a right to terminate their pregnancy. For this purpose, the government has registered practitioners at hospitals established and maintained by governments or approved by the government for this purpose. However, due to the lack of knowledge of the health providers who consider it a crime, the social stigma around abortion, women discouraged by the behaviour of the health workers either carry on with their unplanned pregnancies or fall

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prey to schemes and individuals who illegally abort pregnancies at great financial and health costs to women.

An Asha worker admitted during the workshop that when women go for termination of pregnancies to government hospitals or health care centers the rude behavior of doctors and nurses makes them feel that they committing a crime and they often return without getting their unwanted pregnancies terminated.

Motivating Teachers and Students to Challenge VAW

At present HUMSAFAR works in **19** schools & colleges of **4** districts of Uttar Pradesh (Lucknow, Unnao, Hardoi and Sitapur). HUMSAFAR facilitates training sessions with students by using a 12 session interactive module (Sath-Sath by Avehi Abacus). After the completion of the module HUMSAFAR engages them in activities like poster-making competition, slogan writing & essay writing competitions in order to gauge their understanding of the issues dealt with. HUMSAFAR also organizes film shows on gender issues. The impact of these sessions is that the youth is sensitized on gender issues.

(See Annexure 5 for list of schools and colleges.)

Yuvak –Yuvti Mela

This year our special focus was to deepen the understanding of diversity and discrimination on the basis of gender, sexual orientation, language, religion, caste, tribe and, disability among the youth. This was the theme of the Yuvak-Yuvati Mela this year for which HUMSAFAR developed some tools which were used as interactive games to help disseminate the abstract concept of diversity and discrimination among the youth.

The new tools which HUMSAFAR developed are-

1. **Snake & Ladder:** This well-known game was adapted to make youth understand the concept of the various values and rights embedded in the Indian Constitution. Through incentives and punishments the participating youth were made to understand the negative impact of exercising discrimination as well as the positive impact of upholding equity and equality in our day to day lives. For example, those who arrived on the box of

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reservation were elevated as they had helped marginalized move towards equity. On the other hand, a snake bite of communal violence took a participant a row down as it resulted in disruption of social relations and lack of unity and harmony.

2. **Nine Pins (KantaLaga):** This game was adapted to hit out and explode some common myths prevalent in society. Participants were asked to down the pin which they believed to be wrong. For instance, if a participant knocked down the pin saying that Muslims are terrorists, they had to defend that position through an interactive discussion with the facilitator.
3. **Who Decides (Aap kya karenge?):** This game was aimed at bringing out deeply held biases, critically examining perspectives as displayed through reactions in the context of imaginary scenarios both personal and public. For example there was a scenario about seeing a mob at a crossing beating a man. It was said that he was carrying a cow and its calf. What will one do? The four reactions had marks as per their political correctness. The person choosing to ignore and move ahead, or opting to beat and make a video were to get zero marks. The other two options of rescuing and taking to hospital and informing the police were to get full 100 marks. Two such imaginary scenarios were created to examine the reaction of youth.
4. **Fake News:** In recent times there have been innumerable examples showing the power of the media to sway opinions and create confusion and unrest. In these game posters were prepared using fake news headlines appearing in the mainstream and social media creating controversies. For instance, the news item of Nehru never ever going to jail was contradicted through sharing information about his innumerable jail visits and the books he wrote in jail. Another example regarding the first Prime Minister being popularized is that his grandfather was a Muslim. The idea behind starting such misleading controversies was also discussed by the facilitator. Around three dozen such posters were prepared around recent headlines which were fake but spread as gospel truth by a section of the media with a political agenda.
5. **Two short clips of films** questioning religion and caste were shown. One was the Shabana Azmi – Nassiruddin Shahstarrer ‘Rice Plate’ and the other was the documentary “India Untouched’ directed by Stalin K. regarding caste-based discrimination in various states. Following this a lively interactive discussion took place with the youth and some teachers in which they not only reacted to the films but also

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shared their personal experiences about religion and caste based discrimination.

At the beginning of the Mela the youth were given a set of 15 questions about their understanding of India social and political reality. At the end of the Mela as they were leaving they were given the answers to those questions so that they could evaluate their own understanding. The answers which the youth had given at the start of the Mela revealed some deep-held notions about the country. To the question about when Jammu & Kashmir became part of India, most of the students answered that this had happened August 5, 2019.

Emerging Leadership: Yuva Tarang(Platform of young active volunteers):

- This year HUMSAFAR organized 2-day advanced phase of training of Agent of Ishq on sexuality, consent with the leaders of Yuva Tarang. At the end of the training 7 young men and an equal number of young women were asked to prepare podcasts sharing the changes in their lives regarding these issues after their association with Yuva Tarang. These podcasts document what the participants consider as significant changes in their lives following their association with the HUMSAFAR's youth programme. For instance, a male participant said that he had been very questioning of the values that the Yuva Tarang was propagating and always had raised his doubts and sought clarifications. But when his family was fixing his sister's marriage without her consent knowing well that she was interested in a man from another caste, he came out in support of his sister. Despite his parents and extended family's opposition, he managed to stand by his sister and helped her to negotiate and make the family agree to her choice in marriage. Finally, her parents have agreed and his sister has been engaged to the man she liked, despite his being from a different caste.
- A young woman who has been associated with the Yuva Tarang for the last three years has taken the initiative to bring two cases of gender based violence to HUMSAFAR's case work unit. One case was about someone in her family while the other one was

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related to a neighbour. She personally escorted both these cases to the HUMSAFAR office.

- HUMSAFAR had organized a 2-day workshop with Nassiruddin Haider Ali Khan as subject expert , on understanding the various elements of diversity and discrimination and unpackaging it for the youth at the Yuvak- Yuvti Mela through games developed at HUMSAFAR. After attending the workshop around 20 Yuva Tarang volunteers worked as co-facilitators at the various stalls.

The one great achievement of HUMSAFAR in the last year is about two young women who were associated with the youth programme and trained to become e-rickshaw drivers. One of them a Muslim, who observed purdah, is a resident of Para, a resettlement colony. She had been married off at an early age and is a mother of two young children. Two years ago she started attending the community meetings of HUMSAFAR for youth which brought significant changes in her – she became more confident and articulated her aspirations about giving her children education and opportunities which had been denied to her. She expressed her desire to wear jeans which had been a taboo in her family. Slowly as her association with HUMSAFAR grew stronger she started dressing as she desired. When an opportunity to train as an e-rickshaw driver emerged she, supported by her husband, volunteered. Coming to the training class with a young son in toe, she passed all the tests, garage training, self-defence course and acquired her learning and permanent license and is now eligible to drive a commercial e-rickshaw.

Similarly, the second young woman was from the OBC community living in Barawankala an urban slum where her father is a daily wager and mother a domestic worker. She had been an active member of HUMSAFAR's youth platform – the Yuva Tarang. Her association with HUMSAFAR helped her negotiate with her parents to continue her education, delay her marriage and allow her to work. She was working as a part time worker in a call center and also continued her college education after completing her schooling. When the opportunity to train as an e-rickshaw driver emerged she joined the programme completing the course to be a professional driver. Armed with a driver's license she is now about to begin her new career.

These two young women are examples of how HUMSAFAR's youth programme has helped women challenge patriarchal stereotypical lives of their communities and emerge as examples to inspire many other women

Leadership Building sessions with Yuva Tarang members:

Many opportunities and a useful platform have been provided to members of Yuva Tarang. The descriptions are given below:

Livelihood: E-Rickshaw Training Programme For Women

HUMSAFAR trained 26 women who have since established themselves as e-rickshaw drivers. In addition to teaching these women how to drive e-rickshaws, we oriented them of many aspects including training on gender-based violence, legal orientation, mechanical training,, communication (English speaking), self defence, first aid and basic of reproductive health and personal hygiene. The female drivers of HUMSAFAR's first batch were the instructors of this batch

This year two drivers trained by HUMSAFAR have purchased their own e-rickshaws, and the others are driving vehicles taken on rent. Lalita, an e-rickshaw driver, of the first batch has been selected as a bus driver by UPSRTC. Pushpa, another e- rickshaw driver from the first batch, has taken up employment driving a school van. Women drivers trained by HUMSAFAR have mobilized other women for driving. HUMSAFAR also conducted auto-driving training with 4 drivers of our first batch.

Research

BURN STUDY IN UTTAR PRADESH: Study of violence committed upon women through burning in the state of Uttar Pradesh

HUMSAFAR conducted a research on the situation of burn survivors in Uttar Pradesh. In this study we approached **60** burn survivors in **10** districts across Uttar Pradesh. This study aims to examine the manner in which violence is committed upon women by burning in Uttar Pradesh. The research attempts to trace the history of specific cases in order to recognize burning as a specific and horrific violence committed upon women

The study began with the identification of women who suffer burn and are willing to be interviewed about the same in various districts of UP. To locate these women, assistance was sought from various women's right organisations working in different parts of Uttar Pradesh.

Out of the total sample, 22% women were deliberately set upon fire whereas in 78% cases they were forced to commit self-immolation. Out of the 22% cases where women were deliberately set upon fire, in 83% cases, it was the husband who set the woman on fire. Similarly, in cases of suicide the role of the instigator was also examined and it has

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been found that in 93% cases it is again the husband who forced woman towards self-immolation whereas in 7% cases it was the son.

Recommendations:

- Enactment of a specific provision acknowledging the 'Attempt to burn' as specific crimes within the IPC, 1860
- Impose an obligation on police (similar to obligation imposed in case of section 174 (4) to conduct a mandatory investigation in all cases of burning, especially those caused by flame.
- To create provision for psycho-social and legal help desk at the hospital premises, operated by competent civil society organizations, to provide immediate support to the burns survivor and her caretakers in
 - Supporting the survivor and her caretakers to deal with the trauma
 - Informing them of their entitlements and supporting them to access those
 - Advising them on legal recourse available and supporting them to access the legal system
- To sensitize and build capacity of the doctors in providing trauma and domestic violence informed services to the survivors
- To fix the accountability of the attending doctor to register burn incident with the police and strict actions against a doctor and the hospital in cases where they fail to register a burn incident. Additionally, work with the hospital management and doctors to provide technical inputs regarding the nature of the case (accident, self-inflicted or attack) to record specifics of the case.
- To further explore, the utilization of money allocated to hospitals under the National Programme for Prevention and Management of Burn Injuries (NPPMBI) and case registrations once the survivor reaches the hospital. Standard guidelines for utilization of NPPMBI money for providing protein rich diet, all medication and specialized clothing should be developed, and monitoring procedures put in place.
- To ensure that the survivor receives more than one session of psychosocial counselling before being discharged from hospital.
- To amend the procedure of filing the FIR. The recommendation is that the Police should take the report from doctor and write the occurrence of the incident in their general diary. Later, as the woman's physical and emotional condition stabilizes, her statement should be recorded and if they find a valid case, then criminal procedure should be followed to register an FIR.

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- To register Domestic Incident Report and forward the same to the local Protection Officer.
- To create an integrated response mechanism that brings together different support services and women's empowerment programs such as medico-legal support, psycho-social support and economic opportunities to enable women survivors to not only survive the experience of burning, but thrive and integrate back into the society.

Internal Committees for Sexual Harassment at Workplace

This year HUMSAFAR joined the internal committees of MSTC Limited, NIELET, ESIC and Sadbhavna trust as a member. HUMSAFAR is now in the NGO representative in 28 Internal Committees (IC) in various Government and Non-Government Institutions. (*Annexure 3 is the List of IC of Department*). This year Department of Water Resource, Government of Uttar Pradesh approached HUMSAFAR as they had a complaint in their office. We helped them to run an inquiry process and dispose of the NIELET called the meeting of IC where they had a complaint in their Gorakhpur office We helped them to run an inquiry process and the case was also disposed off. In the committee of NIELET, they admitted that they would take care so that this kind of incident is not repeated in their office. HUMSAFAR organized a Sensitization session at the NIELET's office in Gorakhpur.

Campaign and Network:

Aman Network Global Voices for Peace in Homes:

This year the National meeting was held in Jaipur on June 24-26, 2019. Participants had come from different organizations across the country.

Around 12 organizations from Uttar Pradesh are now members of this network.

Bano Nayee Soch, the campaign on Gender Norm:

During the 'Sixteen days of Activism' various activities were planned under the theme of 'no marriage without consent'. In these activities 350 women, 180 young women and 90 young men associated with HUMSAFAR had participated. Through these activities, around 3850 people were reached out among whom 1200 were women, 300 young

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women, 550 young men as well as 1800 men. Under this campaign, HUMSAFAR held film shows, rally, meetings and made people aware of these issues by distributing pamphlets on city roads and crossroads for awareness in the society

(Annexure 7: 16- Days of Activism Campaign Activities)

3.7.3. Rozi-Roti Adhikar Abhiyaan' (Campaign for food security and livelihood):

Humsafar participated in two state level meetings under the right to Livelihood Act. In these meetings participating members discussed about the problems and scarcity of ration, faced by the people working under MGNREGA. Decided to submit a memorandum to the food commissioner.

Under Rozi Roti Adhikaar Abhiyaan, 7th Annual Conference was organized at Raipur Chhattisgarh, which was dated from 20-22 September 2019. Afroz from Humsafar and active members with leadership qualities from the Sakhi Samooh participated in the meet. The meet discussed the issues and problem faced by people due to the governments new policy, under which Adhaar was made mandatory for claiming ration and pension facilities.

Bebaaq Collective:

Bebaaq Collective is the collective for fighting for the rights of Muslim Women, there are many activities which include capacity building sessions and understanding the current situations.

Campaign Launch “ Surakshit karyasthal Hamara Adhikaar “

HUMSAFAR also launched a yearlong campaign "Surakshit karyasthal Hamara Adhikaar " to raise awareness against Sexual Harassment at work place and public spaces. A panel discussion was held on the topic in which Assistant Regional Transport Officer Ritu Singh and Magsaysay award winner Sandeep Pandey participated. A set of poster, stickers and pamphlets was also launched on the occasion. The Uttar Pradesh State Road Transport Corporation (UPSRTC) has expressed interest to use the posters inside the state-run buses details of which are being worked out.

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Resource Centre Activities:

Apart from these collaborative activities, HUMSAFAR functions as a Resource Centre on Violence against Women and gender based discrimination. As a resource centre HUMSAFAR undertook the following programmes/ activities:-

3.8.1. Facilitated Training/ Sessions:

This Year HUMSAFAR conducted many capacity building activities with different stake holders. The details are given below:

Training with Government Stake Holders:

On September 12' 2019, a day one workshop organized with District level influencers. 20 ASHA and Aanganwadi workers participated in this workshop. We have discussed the issues of Gender and and gender discrimination .A short film was shown in the workshop

- *On September 30, 2019, a one-day workshop organized with District level influencers. 19 ASHA health workers and ANM participated in this workshop. We have discussed the issues of Safe Abortion.*
- *On December 4, 2019, a one-day workshop organized with District level influencers. 24 ASHA and Aanganwadi workers participated in this workshop. We have discussed the issues of Gender and gender discrimination. A short film Bol Basanto was shown in the training.*
- *On March 20 , 2020, a one-day workshop organized with District level influencers. 25 ASHA and Aanganwadi workers participated in this workshop. We have discussed the issues of Gender and gender discrimination. A short film Bol Basanto was shown in the training.*
- **Meeting with Police :**
- *A session on Domestic violence Act organized at Mahila Thana, Hazratganj. 30 police officers attended this session.*

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- *A session on Domestic violence Act organized at Balaganj chowki, Thankurganj thana, Lucknow. 11 police officers attended this session.*
- *A session on Domestic violence act organized at Thana Pisawan , District Sitapur. 17 police officers attended this session.*
- *A session on Domestic violence act organized at Police Chowki Kutubpur of Thana Pisawan, District Sitapur. 19 police officers attended this session.*

Proceedings of Internal committee:

HUMSAFAR reconstituted its policy on preventing sexual harassment at workplace. The annual meeting was held on March, 20, 2020. All committee members were present. No cases were registered this year. Detailed minutes have been documented in the register.

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Annexures

1. Year-wise Survivors Data
2. List of IC in Departments
3. List of Communities
4. Details and Topics of Sath-Sath Module
5. Details of 16 Days of Activism Campaign
6. Human Resource Development
7. List of Board of Trustees- 2019-2020
8. Information about Human Resources

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1. Year-wise Survivors Data

Survivors Data year-wise:

Year	No. of New women survivors of Violence	Counseling survivors	SSP office survivors	No. of Follow-up cases	Total
2009- 2010	127	134	892	181	1334
2010- 2011	151	159	286	125	721
2011- 2012	127	124	445	155	851
2012- 2013	144	140	706	224	1214
2013- 2014	115	148	419	281	963
2014- 2015	117	134	428	375	1054
2015- 2016	106	330	309	254	999
2016- 2017	102	66	98	184	450
2017- 2018	92	65	20	145	322
2018- 2019	99	26	39	154	318
2019- 2020	116	135	00	96	347
Total	1296	1461	3642	2174	8573

2. HUMSAFAR is the NGO representative in the Internal Committee of the following institutions

1. Shashi Bhushan Girls Degree College, Lucknow
2. Krishna Devi Girls Degree College, Lucknow
3. Mahila Girls Degree College, Lucknow
4. Basudev Memorial Girls Degree College, Lucknow
5. Triloki Singh Inter College, Lucknow
6. Nai Roshni, Lucknow
7. Balika Inter College, Lucknow
8. Vidyant Hindu Degree College, Lucknow
9. Kutub Nagar Inter College, Sitapur

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10. Vidya Niketan degree College, Sitapur
11. Atal Bihari Inter College, Hardoi
12. Ram Shree Inter College, Unnao
13. Sardar Bhagat Singh Inter College, Unnao
14. Director General Of Police, Uttar Pradesh
15. Anti-Corruption Bureau, Uttar Pradesh Lucknow
16. Sales Tax Headquarters, Lucknow Uttar Pradesh
17. Sashtra Seema Bal, Government of India
18. 1090 Women Power line, UP Police Lucknow
19. Government Railway Police (GRP), Uttar Pradesh
20. Department of Posts, Ministry of Communications
21. Intelligence Bureau, Uttar Pradesh Lucknow
22. Uttar Pradesh Vaqff Vikas Nigam Limited, Lucknow
23. Department of Water Resource and Irrigation, Lucknow
24. MSTC Limited, A Government of India Enterprise
Lucknow
25. Mahila Samakhya , Uttar Pradesh

Annual Report (April 2019- March 2020)

3. List of Communities:

S.No.	Name of Community & Village	Sakhi Samooh Status (Formed/ not formed)	No. of members of Sakhi Samooh	Community formed with the assistance of friend's organization
1	Kashyap Nagar	Formed	5	HUMSAFAR
2	Shastri Nagar	"	4	"
3	Baroura	"	8	"
4	Sardar Nagar	"	6	"
5	Begariya	"	6	"
6	Ambedkar Nagar	"	3	"
7	Iradat Nagar	"	7	"
8	Chowk	"	2	"
9	Madio	"	0	"
10	Mehandiganj	"	4	"
11	Amrita Nagar	"	6	"
12	Kundari Rakabganj	"	2	"
13	Sabdalbagh	"	6	"
14	Chhandoiya	"	5	"
15	Thakurganj Choupatiya	"	6	"
16	Barawan Kala			
17	Peer Nagar			
18	Basantkunj			
19	Hayat Nagar			
20	Para-1			
21	Ashrayaheen Colony, Dubagga			
22	Baba kaPurwa			
23	KadeerPur	Unnao		
24	Kutub Nagar	Sitapur		
25	Pawaya	Hardoi		

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4. List of School and Colleges

S.no.	School/College Name
1.	Mahila Girls Degree College, Aminabad, Lucknow
2.	Shashi Bhushan Girls Degree College, Lalkuan, Lucknow
3.	KaramatHussain Girls Degree College, Nishatganj, Lucknow
4.	Krishna Devi Girls Degree College, Alambagh, Lucknow
5.	A.P Sen Girls Inter College, Charbagh, Lucknow
6.	Basudev Girls Degree College, Harihar Nagar, Lucknow
7.	Dr. Shakuntla Mishra National Rehabilitation University, Lucknow
8.	Netaji Subhash Girls Degree College, Aliganj, Lucknow
9.	Vidyant Hindu Degree College, Latoush Road, Lucknow
10.	Balika Girls Inter College, Moti Nagar, Lucknow
11.	Triloki Singh Inter college, Dubagga, Lucknow
12.	Nai Raoshni Bhavishya Academy, IIM Road, Lucknow
13.	ILFS, Nehru Yuva Kendra, Lucknow
14.	Ram Shree Inter College, District: Unnao
15.	Sardar Bhagat Singh Inter College, District: Unnao
16.	Vishala Devi Inter College, District Hardoi
17.	Atal Bihari Uchatar Madhyamik Vidyalay, District Hardoi
18.	Kutub Nagar Inter College, Sitapur
19.	Vidya Niketan Degree College, Sitapur

5. Details and Topics of Sath-Sath Module

Topics of Sath-Sath module:

- What is Gender Discrimination?
- Adolescence.
- What I think about Gender Discrimination?
- From where do my thoughts on Gender Discrimination originate?
- Gender Discrimination starts at Home.
- Pressures on me.

Annual Report (April 2019- March 2020)

- Impact on mode of communications.
- Women's Work: invisible but precious.
- Sexual Violence: Eve teasing.
- Sexual Violence: Rape.
- A strong person is that...
- To change the world, To change yourself

6. [Details of 16 Days of Activism Campaign](#)

Activities list of 16 Days activism Campaign:

- *Pamphlet distribution in Kapoorthala and Khurram nagar with women and girls on **November 25, 2019**. We discussed the issue of gender and zero violence in any relationship. Fifteen women and girls participated and the message reached 1550 people*
- *Film Show held in Barora Community with women and girls on **November 26, 2019**. It was discussed how to file an F.I.R. 50 women participated in this meeting.*
- *Pamphlet distribution held in Sardarnagar community on **November 27, 2019** on the issues of "**Marzi Bina Shadi nahi**" with women and girls. Signature was taken on a pledge from 800 people.*
- ***On November 28, 2019**, pamphlet was distributed signatures taken on pledge, discussion held on early and child marriage and POCSO at Mehandiganj community and reach 660 people*
- *A rally was held in Begariya community on **November 30, 2019** on the issues of "**Marzi Bina Shadi nahi**" with women and Girls. Signature was taken on a pledge from 450 people.*

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- *Film Show held in Chhandoiya community with women and girls on **November 30, 2019**. The issue of child marriage was discussed in which 150 women participated.*
- *On **December 3, 2019**, there was pamphlet distribution programme followed by a discussion at Iradatnagar. Signatures were taken on a pledge from 440 people.*
- *On **December 5, 2019** a discussion was held on child marriage &, POCSO followed by a movie show. Young girls and women participated in this program.*

7. Human Resource Development

As on 31 March 2020, there are eight members in board of Trustees, details are given below:

S.No.	Name of Trustees	Position in Trust
1.	Shahira Naim	Managing Trustee
2.	Arundhati Dhuru	Founder Trustee
3.	Nishi Mehrotra	Founder Trustee
4.	Dr. Trupti Jahveri Panchal	Member Trustee
5.	Amita Verma	Member Trustee
6.	Risha Syed	Member Trustee
7.	Meera Sanghamitra	Member Trustee
8.	Nidhi Bansal	Member Trustee

8. Information about Human Resources

As on March 31 2020, seven full time members are staffed, 1 staff resigned in March 2020. There are now two part time lawyers and one consultant.

S.no.	Name	Position	Current Status
1.	Richa Rastogi	Program Coordinator	Working
2.	Rubeena Khatoon	Program Officer	Working
3.	Zainab Siddiqui	Program Officer	Working
4.	Archana Singh	Program Officer	Working
5	Afroz Jahan	Program Associate	Working
6.	Chanchal Jain	Finance and Admin officer	Working

Annual Report (April 2019- March 2020)

7.	Geeta Singh	Office Associate	Working
8.	Mamta Singh	Program Coordinator	Resigned on 31 st March 2020.

Lawyers and Consultants Detail:

1.	Advocate Sanjay Singh	Legal Consultant	Working
2.	Advocate Alok Jaiswal	Legal Consultant	Working
3.	Shalini Dwivedi	Accountant	Worked from 1 st July 2019 to October 2019

HUMSAFAR

27, New Berry Road, Lucknow

INCOME & EXPENDITURE A/C FOR THE YEAR ENDING ON 31ST MARCH 2020

<u>Expenditure</u>	<u>Rs.</u>	<u>Rs.</u>	<u>Income</u>	<u>Rs.</u>	<u>Rs.</u>
To Audit Expenses		2342.00	By R.off		0.23
To Internal Audit Fees		14750.00	By Bank Interest	53444.00	
To Statutory Audit Fees		9794.00	Less : Unutilised Bank Intt.trf to	(52447.60)	996.40
To Bank Charges		2913.42	Balance sheet as per agreement for		
To Board Meeting Expenses		65089.00	Grant		
To Capacity Building of Staff		10083.00	By Donation Received		504332.00
To Communication Cost		1327.00	By Sale of Scrap		894.00
To Consultancy to Legal Experts		12000.00			
To Depreciation		9521.00	Grant Received		
To Donation		3000.00	AJWS Grant (Apr'19-Dec'19)		1791493.00
To Legal Expense (TDS Return Filling Fees)		6295.00	AJWS Grant (Jan 20 to Mar-20)		298345.00
To Meeting Exp.		7699.00	Oxfam India Grant		1184117.00
To Network Meeting		10435.00	Azad Foundation Grant		920025.00
To Office Maintenance Expenses		16344.00	India Welfare Trust Grant		200000.00
To Office Rent		13500.00	Sikha Singh Donation		191400.00
To Parking Charge of Car		2800.00	Azim Premji Philanthropic Initiatives		446828.00
To Professional Charges		17334.00			
To Relief Expenses		43000.00	By Excess of Expenditure over Income		132527.79
To Honorarium of Staff		317451.00	transferred to trust fund		
To Stationery		9443.00			
To Training Exp.		7279.00			
To Travel Exp.		33961.00			
To Penalty of Income Tax u/s1431a for A.Y.13-14		22390.00			
To Azim Premji Philanthropic Initiatives Grant		446828.00			
To Azad Foundation Grant		920025.00			
India Welfare Trust Expenses		200000.00			
To Sikha Singh Donation		191400.00			
Expenses Incurred from FCRA Grant					
(A) AJWS Grant		2089838.00			
(B) Oxfam India Grant		1184117.00			
		5670958.42			5670958.42

As per our report of even date.
For TANDON KAKKAR & ASSOCIATES
Chartered Accountants
Fm Reg No 001861C

(AVINASH KAKKAR)

Partner

M No 082394

Place : Lucknow

Date: 01-09-2020

UDIN: 20082394AAAAAY2410



HUMSAFAR

Shobhi Kaur

Managing Trustee

HUMSAFAR

27, New Berry Road, Lucknow

RECEIPTS & PAYMENTS A/C FOR THE YEAR ENDING ON 31ST MARCH, 2020

<u>Receipts</u>	<u>Rs.</u>	<u>Rs.</u>	<u>Payments</u>	<u>Rs.</u>	<u>Rs.</u>
To Opening Balance			By Bank Charges		848.42
PNB A/c No.199062	1969326.63		By Audit Fee		23010.00
PNB A/c No.101334	3925.69		By Provision for Report Writing		14265.00
PNB A/c No.001417	753995.14		By Provision for Consultancy		12325.00
Cash in Hand	6112.00	2733359.46	By Trust Fund (Intt.Grant Adjutment)		81630.40
To Grant Received			By Audit Expenses		2342.00
AJWS Grant (Apr'19-Dec'19)	1782155.00		By Internal Audit Fees		7107.00
AJWS Grant (Jan 20 to Mar-20)	298345.00		By Statutory Audit Fees		9794.00
Oxfam India Grant	1184117.00	3264617.00	By Penalty of Income Tax u/s 1431a for AY.13-14		22390.00
To Arundhati Dhuru			By Bank Charges		2065.00
To Bank Interest		14500.00	By Board Meeting Expenses		65089.00
To AJWS Interest Grant Fund		5649.40	By Capacity Building of Staff		10083.00
To Oxfam Interest Grant Fund		24613.00	By Communication Cost		1327.00
To Donation Received		11665.00	By Consultancy to Legal Experts		12000.00
To Sale of Scrap		504332.00	By Donation		3000.00
To Exposure Visit		894.00	By Legal Expense (TDS Return Filing Fees)		6295.00
To Report Writing		16463.00	By Meeting Exp.		7699.00
To Azim Premji Philanthropic Initiatives Grant		5000.00	By Network Meeting		10435.00
To Shahira Naim		1491000.00	By Office Maintenance Expenses		16344.00
		8000.00	By Office Rent		13500.00
			By Parking Charge of Car		2800.00
			By Professional Charges		17334.00
			By Relief Expenses		43000.00
			By Honorarium of staff		317451.00
			By Stationery		9443.00
			By Training Exp.		7279.00
			By Travel Exp.		33961.00
			By Azad Foundation Grant		445025.00
			By Sikha Singh Donation		91400.00
			By Azim Premji Philanthropic Initiatives Grant		446828.00
			Expenses Incurred from FCRA Grant		
			(A) AJWS Grant		2083638.00
			(B) Oxfam India Grant		1177117.00
			BY FIXED ASSETS		
			Computer & Printer		11925.00
			By Closing Balance		
			PNB A/c No. 199062	1896503.23	
			PNB A/c No.001417	117841.83	
			Hdfc Bank 50100325497549	1056741.98	
			Cash in Hand	256.00	3071343.04
		8080092.86			8080092.86

As per our report of even date.
For TANDON KAKKAR & ASSOCIATES
Chartered Accountants
Fm Reg No 001861C

(Signature)
(AVINASH KAKKAR)
Partner



M No: 082394
Place : Lucknow
Date: 01-09-2020
UDIN: 20082394AAAAAY2410

(Signature)

(Signature)

TRUSTEE