

HUMSAFAR

ANNUAL REPORT

1 APRIL 2020 - 31 MARCH 2021



HUMSAFAR SUPPORT CENTRE FOR WOMEN
C-80, Flat No.2, Sector A, Mahanagar, Lucknow 226006
Phone no. 0522-2205215, 0522-4062119
Email- humsafar25nov@gmail.com
Website- www.humsafarindia.org

Annual Report 2020-2021

*Registered office
27, NEW BERRY ROAD, LUCKNOW 226001*

ABOUT HUMSAFAR:

HUMSAFAR, a Support Centre for Women, Youth and Queer in Crisis was set up in November 2003 in Lucknow, Uttar Pradesh, to ensure a holistic response to discrimination and violence across the sexual spectrum on the basis of gender, religion, caste & class. 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 **9020** women survivors (from April 2020-March 2021). 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 **25** communities and **20** schools and colleges of Lucknow division which includes the districts of Lucknow, Unnao, Sitapur and Hardoi.*

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.

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.

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 -

- 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.*

REPORT CONTENT:

- 1. Working with violence survivors.....Pg. 5**
- 2. Engaging Community to Challenge VAW.....Pg. 8**
- 3. Motivating teachers and students to challenge VAW.....Pg. 10**
- 4. ResearchPg. 7**
- 5. Internal Committees on Sexual Harassment at Workplace.....**
- 6. Livelihood: E-Rickshaw Training Program For Women.....Pg. 14**
- 7. Campaign and Network.....Pg. 15**
- 8. Resource Centre.....Pg. 17**
- 9. Proceeding of Internal Committee.....Pg. 21**
- 10. Annexures.....Pg. 22**

Working with 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.

The unprecedented pandemic effected women's economic, social, psychological, and physical well-being. Domestic space often described as a safe space became an unsafe place for women, especially during the lockdown. Deeply embedded social inequalities came to the surface during the time of a nationwide lockdowns. Accessibility, availability, and affordability of basic amenities, in addition to the continued sexual and physical abuse, caused huge challenges for women. Consent and choice were removed from the narrative of women who belonged to diverse groups.

During the last one year (April 1, 2020 to March 31, 2021) HUMSAFAR has enabled many women to register and fight their cases. During this period HUMSAFAR intervened in a total of **447** cases. The break up is as follows:

- **110** new survivors approached HUMSAFAR.
- HUMSAFAR followed up **180** on-going cases during this period.
- Legal as well as telephonic advice and other relevant information were provided to **157** cases.

On March 24, 2020, an indefinite lockdown was declared at a four hours' notice; HUMSAFAR had to change its strategy to help survivors. HUMSAFAR started to keep in touch with survivors, counselling them and providing them legal advice over mobile phones and through What's App groups.

HUMSAFAR became part of a national helpline, including organizations like Shakti Shalini (New Delhi), International Foundation for Crime Prevention and Victim Care (PCVC) Chennai, and Breakthrough (New Delhi), helping to

Annual Report 2020-2021

provide immediate legal advice, counselling to the violence survivor and her family. A number of women had come to HUMSAFAR with their problems (natal home or marital home) and were helped to take decisions to get out of abusive relationships.

Many women have admitted to suffering due to 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 had been subjected to. A large percentage of them sought assistance from HUMSAFAR after the lockdown was lifted.

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

Relief Support to Survivors

HUMSAFAR team also distributed dry ration, essential medicines, sanitary pads, contraceptives to survivors during and after lockdown as many of the

HUMSAFAR facilitated interest-free micro-credit loans of Rs 5000/- (Rs Five thousand each) to nine violence survivors to help them in set up some livelihood projects.

women had lost their livelihoods. HUMSAFAR observed that single women were the worst sufferers. The relief distribution gave HUMSAFAR the opportunity to reach out to some (if not all) survivors of violence.

Capacity Building Session With Survivors

142 VAW survivors participated in these capacity building sessions. In these meetings discussions were held on issues like gender based discrimination, patriarchy, recognizing violence, sexuality and their 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.



Annual Report 2020-2021

HUMSAFAR conducted three sessions with 31 violence survivors over Zoom and through Conference calls where they shared their experiences of violence during lockdown, the variety of challenges faced by them and their families and various aspects of gender based discrimination and violence faced by them during lockdown.

- After knowing the horrible experiences of violence shared by survivors

HUMSAFAR has made a Whats App group of violence survivors through which short films on the issue of gender discrimination and violence is shared and survivors send their reactions facilitating a virtual discussion.

during the lockdown, HUMSAFAR decided to capture these experiences in a document. Following this a study was conducted namely, **Study on the “Impact of COVID -19 on Violence against Women”** which collects incidents of violence of 100 survivors.

Awareness Session with Stake holders

- HUMSAFAR organized a session in Sashastra Seema Bal, Female officers were oriented about gender and laws like Sexual harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013. Around **78** officers participated in these meetings.
- HUMSAFAR organized a session in Madhiaon Police Station; Lucknow district’s police officers were oriented about gender and laws like Protection of Women from Domestic Violence Act 2005. Around **18** officers participated in these meetings.

“A Feminist Understanding of the Committee for Reforms in Criminal Law”

HUMSAFAR organized a meeting in which 49 lawyers and organizations working on the issue of rights of women participated in person. In this meeting discussion was held about the Committee constituted for Reforms in Criminal Laws by the union ministry for law. Senior advocate Mumbai High Court Anubha Rastogi, and Guest lecturer at the



Annual Report 2020-2021

national Law School of India, University Bangalore tasneem Dev, were the main speakers who joined the meeting over zoom while the meeting was moderated by Supreme Court lawyer Archit Krishna.

Engaging Community to Challenge VAW

During the lockdown period, it was not easy to visit women and youth active in the 25 communities where HUMSAFAR works. Adhering to the COVID 19 safety protocol HUMSAFAR team members visited the communities to distribute ration kits to members of the Sakhi Samoooh or active women associated with HUMSAFAR, and other marginalized people and survivors connected with us.

When the HUMSAFAR team reached Husenabad basti (urban slum) to distribute ration Shabnam, a community leader who is actively associated with HUMSAFAR, told the team that her situation was bleak as she was living in a rented accommodation and her husband had abandoned her. But instead of keeping the ration meant for her she passed it on to another marginalized woman in the urban slum with no source of income whose husband was a cancer patient and was thus in a comparatively more fraaile situation.

During the first lockdown the team had not been able to visit the urban slums to interact with members of the communities. After the first lockdown the HUMSAFAR office opened only on 1 June 2020. However, during the lockdown the team had been conducting conference calls to engage with community members and survivors.



HUMSAFAR conducted conference calls with 68 women, 35 adolescent girls and 15 young boys who belong to the communities of Kashyap Nagar, Baraura, Thakurganj, Sabdal Bagh, Begariya Chandoiyaa, Sardarnagar, Sahadatganj, Shastri Nagar and Amrita Nagar. The women in the urban slums associated with

Annual Report 2020-2021

HUMSAFAR told the team that they had been stuck in their homes and could not go anywhere. Many women, who earlier worked as domestic help, had lost their jobs due to the restrictions following the lockdown. They had been suffering and were almost on the verge of starvation.

In these meetings along with the issue of violence against women, issues such as inaccessibility to online education, problems faced by people in accessing entitlements – food grain under the PDS, pensions for disabled, etc. were also raised.

Women told the team that she was feeling very happy just talking to them as after such a long time she had got an opportunity to express herself. She confided that due to the lockdown men of the family were now at home 24X7 due to which she was not able to get any free time for herself. She said that she was talking to someone about herself after 15 days.

Sakhi Samooh Interventions

From July to September 2020 the HUMSAFAR team visited the communities to meet survivors and members of the 'Sakhi Samooh' but due to the COVID-19 we were unable to organise larger combined meetings.

We discussed issues troubling women through conference calls. It proved to be very fruitful as due to the pandemic induced lockdown women had been forced to survive within their homes without any privacy or free space. They were stressed as some of them were suffering from sexual and physical abuse. This telephonic conversation worked as stress buster for them as they were able to open up and speak of their problems.

Leadership Sessions with ASHA & Anganwadi Workers

Annual Report 2020-2021

HUMSAFAR conducted conference calls with Accredited Social Health

An ASHA worker told HUMSAFAR that when they were in the field conducting COVID survey among out of work migrant workers she saw a women suffering from domestic violence. The survivor admitted that due to the pandemic her husband lost his job and she is the only earning member. But the husband takes away her earnings which she gets as a domestic worker. When she refuses to part with her money her husband beats her. The ASHA worker also told the HUMSAFAR team that when she informed the violence survivor about accessing services of HUMSAFAR she said that she would do so.

Activist (ASHA) workers in which 10 ASHA workers participated. In this meeting, the HUMSAFAR team asked ASHA workers about their experience of the increased incidences of VAW during lockdown and the observable challenges women were facing in the communities where they work. ASHA workers also shared the challenges they were facing during the lockdown.

On 29 September 2020 HUMSAFAR conducted a meeting with 11 ASHA workers and Aanganwadi workers. In this meeting the HUMSAFAR team conducted a session on the issue of gender based violence and Prevention of Women from Domestic Violence Act 2005 (DV Act). We informed them how women can file a DV case in court to get relief from any kind of abuse in her family- marital or natal. They were told that even minor girls or boy were eligible to file a complaint under this Act.

Pandemic Relief Work – Lockdown Crisis, Response and Hope

HUMSAFAR has a strong outreach programme among women and young people in around 25 urban bastis (slums) as well as in around 20 government and non- government educational institutes. The focus of the intervention here is on creating an enabling environment having zero tolerance for GBV by sensitizing people on gender equality, gender based discrimination and violence, and creating awareness about women centric laws and accessing it. HUMSAFAR faced a new challenge with the onset of the global pandemic COVID-19's resulting in an unplanned lockdown on March 25, 2020. The complete lockdown at a 4-hour notice brought its own set of bewildering problems – very different for each section of society. During this pandemic HUMSAFAR's strong outreach program and community relationship proved to be a helpful tool in providing relief work for a vast section of daily wagers and marginalized sections, already living from hand to mouth, from imminent starvation.



Annual Report 2020-2021

The sudden lockdown due to COVID-19 hit the marginalized sections the hardest. It included single women survivors of GBV many of whom had sought HUMSAFAR's services over the years. The many who had availed livelihood training and had become e-rickshaw drivers had been rendered jobless. There were a large number of vendors, vegetable/fruit sellers, tailors, painters, potters, domestic workers, daily wage laborers and even



The focus of HUMSAFAR's relief work reached out to people of these marginalized communities. HUMSAFAR intervened to provide quick relief by providing basic uncooked food grains, pulses, cooking oil etc. After this, our second priority was to focus on health issues hence HUMSAFAR decided to distribute face masks, sanitary pads and contraceptive pills to women. HUMSAFAR distributed dry ration kits, contraceptives, vegetables, sanitary pads and masks to 4578 families and cooked food to 10, 270 migrating workers. From APPI's grant we distributed larger ration kits to 1209 families from 45 communities

highly skilled chikankari and zardozi workers on the verge of starvation. Suddenly they were completely dependent on the government's largess which was conspicuous by its absence. For no fault of theirs the lockdown robbed, them of their dignity making them seek help to remain alive. With little means people were anxious to reach their destinations till they still had some energy they started covering long distances by walking, cycling, on hand held or cycle carts, and trollies. Some travelled 'illegally' by trucks paying huge amount of money, along with children, pregnant women, disabled and ill elders. And soon the horrific impact came into light; anonymous returning laborers met with road accidents, sunstroke, dehydration, hunger dying on the streets uncared, unsung. However, the silver lining in these dark times was the large number of organizations, activists and common people coming forward to generously reach out to the vast section to keep body and soul together and facilitate their journey home.

At the onset of the lockdown HUMSAFAR approached friends, colleagues and trustees to raise money initially to distribute dry ration along with a

Annual Report 2020-2021

few vegetables. Many of our well-wishers who were familiar with our work through reports and visits immediately responded with donations. We were in contact with the secretary of a sabzi mandi (vegetable market) union who arranged vegetables at a subsidized price for us to distribute to marginalized communities.

In Lucknow a support group was formed with a number of journalists, NGOs, concerned citizens,, progressive groups including HUMSAFAR. We all coordinated efforts to help different communities in different areas of the district. Despite ideological difference, we saw many people coming together with money or ration for distribution.

Annual Report 2020-2021

A number of government doctors who had organized themselves informally were distributing masks, sanitary napkins, and contraceptives.

Case Study: Around midnight HUMSAFAR was informed about 133 people from Telangana who worked in Lucknow, waiting at the Dr Shakuntala Misra National Rehabilitation University campus for their turn to return home to Telangana after registering themselves on the official portal. They were hungry and thirsty; therefore through an activist's contact with a food vendor the team was able to get them some food and water for that night. HUMSAFAR found out that a few buses from Hyderabad were coming to Lucknow carrying workers returning to UP. Along with other NGOs from Lucknow the team had a conversation with the District Magistrate and arranged a pass for the Telangana workers to return to Hyderabad. HUMSAFAR also stocked food for the journey.

They have been acquaintances of HUMSAFAR civil society group before the lockdown. Working with them we were able to get access free of cost masks, sanitary pads and contraceptives for distribution. A well-known cancer specialist donated a considerable sum to HUMSAFAR to help women survivors start some livelihood work to support their families and cooked food for migrant workers. **We who built the cities**--The condition of the labour in the unorganized sectors that have been fuelling the industrial progress of cities like Mumbai, Delhi, Ahmedabad and other big cities was facing a serious problem. Sudden shut down of their factories without paying them salaries left them at their wits end. Unable to pay rent, arrange food for them and their families, these out of work workers could not even return home as for the first time the Indian railways, the largest and busiest in the world, had completely closed. With no air or road traffic allowed the labourers were trapped. Often thrown out by their landlords they were left with no choice but to walk hundreds and even thousands of miles to their homes dodging the police and law enforcing agencies for violating the lockdown rules. The visuals of tired, malnourished Indians popularly called migrants, along with their meagre belongings, women, disabled elders, toddlers walking down the un-shaded highways during an Indian summer

Annual Report 2020-2021

without food and water will continue to haunt many. It was perhaps the worst avoidable mass migration after Partition, or maybe even worse. By Uttar Pradesh government's own estimates around 33 lakh workers have returned to UP alone from various parts of the



country.

HUMSAFAR

started working with the migrants when we met them passing through the roads. After talking to them it was realized that there was no point giving them dry ration as they would not be able to cook on the roads so a decision was taken to give them cooked food. After having a discussion the team decided to provide cooked food to them on the highway at Safedabad near the Lucknow- Barabanki border. A volunteer, Amit, came forward and offered to cook food in *his village*. Another team member decided to cook food at *her house and pack it for distribution on the Lucknow-Agra Expressway*. The police were creating problems while HUMSAFAR was distributing cooked food to the returning workers. They were stopping the team for positioning ourselves on the highways even though we took full precaution and did not violate any lockdown rule. When the Uttar Pradesh government came up with the new laws for returning workers by imposing a ban on their travel through the national highways the attitude of the police became stricter and often violent. Despite knowing officials in the government the HUMSAFAR team was unable to obtain lockdown passes to carry on the work of distribution of food legally. Only one HUMSAFAR trustee was given a pass which was used to travel throughout the city. Fortunately, active community members who have forged strong networks over the years, violence survivors and youth associated with HUMSAFAR who live in these urban slums facilitated access to these areas.. A glaring concern observed was discrimination faced by three senior field workers, who were often stopped and harassed by the police as

Annual Report 2020-2021

they happen to be Muslims.

From 10 May, 2020 HUMSAFAR started making cooked food available to workers travelling on the roads. We distributed food packets to workers walking down the Lucknow- Agra Expressway every day. Food packets were carefully packed and put in large cartons to be taken to the distribution points. People walking down the highways or travelling in packed trucks collected the food packets. Such a large number of people were moving in large numbers yet the government did not provide any aid for them. There was little drinking water, food or any other bare necessity available. Interacting with them we realized that most of them were hungry or thirsty, especially the younger ones, aged people, pregnant women and people afflicted with any illness. Despite all this they were forced to travel for hundreds or thousands of kilometers to return to their respective homes. Their prime concern was reaching their respective homes, and constantly inquired about the distance between cities and if there was any mode of transport available.

A HUMSAFAR trustee directly through her number was affiliated with a national helpline for migrants. Soon we were involved in providing food, arranging for transport, and helping migrants in getting registered on specific portals meant for them. Those with whom HUMSAFAR team interacted were largely from Delhi, Punjab, Mumbai and Haryana and were travelling to faraway Bihar, Chhattisgarh, West Bengal and Assam. Some were walking, some had bicycles and some were forced to pay huge amounts to travel on trucks. As soon as HUMSAFAR started distribution of food packets children would surround us from all sides as they couldn't control their hunger at the sight of food even though the cooked food was not suitable for the very young who required something lighter like milk.

HUMSAFAR continued this service at the Lucknow- Agra Expressway for 15 consecutive days. Many travelling migrant workers had to eat something before taking their medicines hence, the meals were an absolute necessity for them. As soon as we would open cartons to distribute the food packets there used to be such a mob that it became a task to manage it while sticking to the COVID protocols. New anti-poor laws and amendments of the central and

Annual Report 2020-2021

state governments created fresh hurdles for these returning workers. State borders were sealed and migrants weren't allowed to cross borders and had been forced to wait endlessly on the highways in the intense sun. Despite platitudes the governments failed to make stable arrangements for food and other basic necessities for these returning workers. At the Lucknow-based Dr Shakuntala Misra National Rehabilitation University the state government soon set up a space to keep the migrants who were reaching Lucknow by any means, including trains, buses, walking, to register them and then send them to their respective districts via state buses. There were many migrants there every day, although the government was providing food only once a day. As there was a shortage of food for migrants coming and leaving at odd hours HUMSAFAR reached out to them with cooked food packets, buttermilk, fruits, masks, milk powder and sanitary pads.

Motivating Teachers and Students to Challenge VAW

*At present HUMSAFAR works in **20** 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.*

During the reporting period the indefinite lockdown forced HUMSAFAR to close down its office. With this the regular meetings, capacity building sessions and other interactive activities with youth in the communities and educational institutions also came to an abrupt but temporary halt.

However, it turned into a boon in an unexpected way as HUMSAFAR's youth group called 'Yuva Tarang' virtually measured up to the huge challenge thrown up by the pandemic. Setting aside class, caste and religious barriers and the danger to their personal health the youth proactively went from house to house preparing lists of deserving beneficiaries, delivering relief material and even identifying violence cases in the communities and bringing them to the notice of HUMSAFAR.

While HUMSAFAR raised the resources, bought the food grain and other essential items, including sanitary napkins and contraceptives, medicines – ensuring that they reach the deserving beneficiaries was a huge challenge. As

Annual Report 2020-2021

it was extremely difficult to move around in communities due to strict lockdown rules HUMSAFAR depended on the youth associated with it to reach out to the communities. Relief material was strategically deposited at despothos set up at the residences of HUMSAFAR team members. From there the active members of the Yuva Tarang took the responsibility to deliver the relief material to the deserving beneficiary.

Another initiative completely handled by the youth was to prepare packets of cooked food and distribute it to the out-of-work labourers walking homewards on the highways was part of the reverse migration process. There were instances where youth members had to face police wrath but they continued relief work in spite of dangers to their personal safety and health. This exercise continued for weeks till the labourers were walking home in large numbers.

Recognizing and reaching out to women, survivors and queer persons, hijras who were facing violence and connecting them to HUMSAFAR's was another notable work done by HUMSAFAR's youth team. It's because of them that HUMSAFAR could link the emergency cases to police and /or 181 helpline The youth took the risk of walking great distances on the pretext of buying medicines to supply food, medicines and other necessities to women survivors who were going through mental and physical trauma. HUMSAFAR also saw effectiveness of our work with schools and colleges as many violence survivors as once our office opened and case work unit started functioning many violence cases approached who had been referred by teachers and youth studying in the colleges where HUMSAFAR works.

Emerging Leadership: Yuva Tarang

As severe restrictions were still in place during the unlock period HUMSAFAR had to change its strategies shifting heavily to digital-led solutions like using Conference Calls, Google Meet, Zoom to keep in touch by holding meetings

A free of cost non-formal school was started and operated on a voluntary basis by some youth associated with Yuva Tarang in Vasant Kunj community for young children who had been forced to drop out of school due to economic hardship being faced by their parents. This is a great achievement for HUMSAFAR.

Annual Report 2020-2021

with the youth and also counsel them to remain focused on the discussion to grasp the salient points. HUMSAFAR was successful to connect with most of the youth associated with it in the communities and educational institutions.

Some examples of the virtual initiatives are as follows -

One innovative experiment was holding a 'Quarantine Film Festival' of documentaries and shorts on the issue of discrimination and diversity.

For this a WhatsApp group of youth had been formed where fresh clips are uploaded every week which the youth watched at their convenience and critique the material. Some youth who are otherwise not vocal in expressing themselves in face to face meetings have shown interest in writing their reaction which is a welcome change.

As mobility was limited HUMSAFAR came up with innovative interventions.

An essay competition was organized called 'Albeli Dosti' (Beauteous Friendships) In this the youth were asked to write about a friend from a person from a different religion, region, caste, linguistic group, sexual orientation and how the friendship had enriched them and their understanding a different point of view.



As a rise of hatred, intolerance and misconception about other people from different religion, caste, sexual identities rises these essays worked towards realizing our commonalities and also understanding the beauty of diversity.

After the process of unlock started HUMSAFAR organized capacity building sessions with leaders of Yuva Taranag.

HUMSAFAR organized a webinar to share the complexity of the varied problems being faced by the youth due to pandemic induced situation. This Webinar was anchored by eminent journalist Neha Dixit in which around 8 youth shared their unique stories of the diverse problems that they had faced during the uncertain times. This webinar also saw participation from other youth and activists from various groups like Sanatkada, Sahyog and Vanangana. (<http://youtu.be/8EBNhAofPdo>)

Annual Report 2020-2021

The activities of the recently established Yuvati Manch (adolescent girls' platform) intensified during this year, especially after the lockdown was lifted. Many special meetings were organized with members of the Yuvati Manch to allow them to share their experience of the lock down period. The issues which came were systematically addressed by the team.

Restricted mobility and increase in house work had created depression and pent up anger among the youth. So a series of workshops were organized and techniques like painting, movies, role plays, essays and dance were introduced to give vent to their emotions and thoughts.

To deepen the understanding on issues of communalism, caste issues, sexuality and the queer movement different workshops were organized with nationally renowned resources. For instance,

- *A workshop was conducted by Prof Ram Puniyani of Centre for Society and Secularism on religious diversity and religion-based politics of hate*
- *Dalit Activist Ram Dular who is associated with National Dalit Movement for Justice (NDMJ) conducted a workshop on Dalit issues.*
- *Nazariya's team conducted a workshop on LGBTQ rights.*

*HUMSAFAR has been using a variety of interactive games and exercises developed by Akshara and Avehi Abacus. We have further developed many more exercises, games exploring misconceptions around diversities – gender, sexuality, and religion, caste, linguistic and culture. A comprehensive **Training module** has been developed to facilitate reaching out to a wider audience of young people in the Hindi heartland.*

Livelihood: E-Rickshaw Training Program For Women

Due to the pandemic related lockdown HUMSAFAR could not organize any livelihood training for women.

*HUMSAFAR facilitated 19 violence survivors who are now trained e-rickshaw drivers, to get them registered to avail benefits of Uttar Pradesh government's **labour cards**. Through the labour cards the UP government credited Rs. 1000/- (Rs. One thousand only) to their bank account during lockdown as a form of assistance. In future they may be able to benefit from UP government's schemes for labourers.*

Research

- ***Study on the "Impact of COVID -19 on Violence Against Women"***

HUMSAFAR conducted a study to document the global experiences of increased violence against women due to COVID 19 lockdown. The study collects the experiences of 100 violence survivors of Lucknow. Out of these 100 survivors, intensive interviews were conducted with 25 of them.. Through this study, HUMSAFAR attempted to gauge the impact of COVID 19 and the ensuing lockdowns on the lives of women. Women have faced many types of violence during the lockdown inside their homes, considered to be the safest places in society. HUMSAFAR has captured their cases of brutal violence shattering this universal myth to smithereens.

Annual Report 2020-2021

It has been revealed in this study that during this pandemic, where women were forced to live in close proximity with the perpetrator, all the support services available to them were also completely disabled. Many women kept silent considering it as their fate, but the women who wanted to ask for help were also disappointed.

Due to the insensitive attitude of the government support service providers like police, helpline numbers and short stay homes, women were left with no option but to endure the violence in silence. Apart from violence, there have been many negative effects on the lives of women. Many women lost their jobs and had to run their households by selling their assets including jewellery.

This study has made it clear that domestic violence against women is still not a priority issue for governments. This study has brought to the fore the magnitude of violence against women due to the COVID-19 pandemic and provides a new direction for advocacy to include support services dealing with domestic violence against women in any contingency services.

- **Impact of COVID -19 on Vulnerable Youth**

Whenever a disaster strikes a country, it leaves a deep impact on lives, especially of women and the youth. A latest example of this has been the COVID 19 pandemic. The two successive waves has illustrated that the youth, already hit by unemployment and rising inflation, have been further pushed to the margins and have been deprived of their rights.

After hearing out their grievances HUMSAFAR felt a need to amplify their voices and flat the innumerable issued being faced by them due to the pandemic. We undertook a research study to capture the many distinctive voices of the young- who had suffered in various ways . The study conducted in depth interviews with 100youths including 20 queers. They spoke at length about the myriad ways that the pandemic induced lockdown and continuing economic slowdown had influenced their and their families' lives.

Annual Report 2020-2021

- ***Study on consent-***

HUMSAFAR undertook a study looking at the issue of consent in close relationships including sexual relations as well as non-sexual relations with particular focus on human rights of women and QUEER. Around 20 young girls, boys and queer youth shared their understanding of consent and the manner in which they apply it in their personal lives and relationships. The young respondents of the study are not a homogenous group and come from diverse backgrounds. Each in their own way is fighting their battle-struggling to assert their human rights including their right to express their consent. All respondents have been associated with HUMSAFAR for one up to six years

Internal Committees for Sexual Harassment at Workplace

This year HUMSAFAR joined the internal committees of Uttar Pradesh Transport Department, U.P. and Ram Manohar Lohia Institute of Medical Sciences, Lucknow as the independent NGO member. HUMSAFAR is now the NGO representative in 29 Internal Committees (IC) in various Government and Non-Government Institutions. (Annexure 3 is the List of IC of Department). This year Sashastra Seema Bal 4th Battalion approached HUMSAFAR with a complaint in their battalion. We helped them to conduct the inquiry process and prepare a report which has since been disposed of. There was also a complaint of sexual harassment at Ram Manohar Lohia Institute of Medical Sciences, Lucknow. We helped them to conduct the inquiry following which the case was disposed of. HUMSAFAR also organized sensitization sessions at S.S.B. 4th battalion headquarters and Ram Manohar Lohia Institute of Medical Sciences for the benefit of their staff.

Campaign and Network:

Annual Report 2020-2021

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

HUMSAFAR held the Uttar Pradesh level secretariat of the Right to Food (RTF) campaign till 2019 and played very active role in the campaign both at the state and national level. As great social and economic crisis was witnessed due to the pandemic increasing hunger manifold, the Right to Food campaign conducted a national survey to understand the gravity of hunger. HUMSAFAR conducted the hunger survey with 120 people who included 20 Muslim women, 20 trans-persons, 20 e-rickshaw drivers, 20 domestic workers/artisans and violence survivors and 20 rural men/women and disabled persons in both urban and rural areas. HUMSAFAR tried to ensure that people, especially women get their food grain entitlement under the Public Distribution System.

Apart from these collaborative activities, HUMSAFAR functions as a Resource Centre on Violence against Women and gender based discrimination.

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.

Strategic Review

HUMSAFAR's 2 days strategic review was held in Agra, Uttar Pradesh during February 19-20, 2021. It was conducted by HUMSAFAR board members Ms. Trupti Jhaveri Panchal and Ms. Nidhi Bansal. The major objective of this review was to prepare the next 3 years Plan accordingly.

Annexures:

- 1. Year-wise Survivors Data***
- 2. List of IC in Departments***
- 3. List of Communities***
- 4. List of School and Colleges***
- 5. Human Resource Development***
- 6. List of Board of Trustees- 2020-2021***
- 7. Information about Human Resources***
- 8. Accounts and Balance Sheet 2020-2021***

Annual Report 2020-2021

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
2020 -2021	110	157	00	180	447
Total	1406	1618	3642	2354	8226

2. List of IC Members in Departments

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

Annual Report 2020-2021

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*
10. *Vidya Niketan Degree College, Sitapu*
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. *Sashastra 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*
26. *Employees State Insurance Corporation (ESIC) Hospital ,
Lucknow*
27. *Uttar Pradesh Transport Department, U.P.*
28. *NIELET , Uttar Pradesh*
29. *Ram Manohar Lohia Institute of Medical Sciences, Lucknow*
30. *The Centre For Advocacy and Research (CFAR), Lucknow*

3. *List of Communities:*

S.No.	Name of Community & Village	District
1	<i>Shastri Nagar</i>	<i>Lucknow</i>
2	<i>Baroura</i>	<i>Lucknow</i>
3	<i>Sardar Nagar</i>	<i>Lucknow</i>
4	<i>Begariya</i>	<i>Lucknow</i>
5	<i>Daliganj</i>	<i>Lucknow</i>
6	<i>Mehandiganj</i>	<i>Lucknow</i>
7	<i>Amrita Nagar</i>	<i>Lucknow</i>
8	<i>Sabdalbagh</i>	<i>Lucknow</i>
9	<i>Chhandoiya</i>	<i>Lucknow</i>
10	<i>Husainabad</i>	<i>Lucknow</i>
11	<i>Madhavpur</i>	<i>Lucknow</i>
12	<i>Rakabganj</i>	<i>Lucknow</i>
13	<i>Barawan Kala</i>	<i>Lucknow</i>
14	<i>Peer Nagar</i>	<i>Lucknow</i>
15	<i>Hanskheda</i>	<i>Lucknow</i>
	<i>Hayat Nagar</i>	<i>Lucknow</i>
16	<i>Manssor Nagar</i>	<i>Lucknow</i>
17	<i>Basant kunj</i>	<i>Lucknow</i>
18	<i>Para-1</i>	<i>Lucknow</i>
19	<i>Ashrayaheen Colony</i>	<i>Lucknow</i>

Annual Report 2020-2021

20	<i>Baba ka Purwa</i>	<i>Lucknow</i>
21	<i>Madhiaon</i>	<i>Lucknow</i>
22	<i>Ambedkar Nagar</i>	<i>Lucknow</i>
23	<i>Kadeer Pur</i>	<i>Unnao</i>
24	<i>Kutub Nagar</i>	<i>Sitapur</i>
25	<i>Pawaya</i>	<i>Hardoi</i>

4. *List of Schools and Colleges*

S.no.	School/College Name
1.	<i>Mahila Girls Degree College, Aminabad, Lucknow</i>
2.	<i>Shashi Bhushan Girls Degree College, Lalkuan, Lucknow</i>
3.	<i>Karamat Hussain Girls Degree College, Nishatganj, Lucknow</i>
4.	<i>Krishna Devi Girls Degree College, Alambagh, Lucknow</i>
5.	<i>A.P Sen Girls Inter College, Charbagh, Lucknow</i>
6.	<i>Basudev Girls Degree College, Harihar Nagar, Lucknow</i>
7.	<i>Dr. Shakuntla Mishra National Rehabilitation University, Lucknow</i>
8.	<i>Netaji Subhash Girls Degree College, Aliganj, Lucknow</i>
9.	<i>Vidyant Hindu Degree College, Latoush Road, Lucknow</i>
10.	<i>Balika Girls Inter College, Moti Nagar, Lucknow</i>
11.	<i>Triloki Singh Inter college, Dubagga, Lucknow</i>

Annual Report 2020-2021

12.	<i>Nai Raoshni Bhavishya Academy, Lucknow</i>
13.	<i>ILFS, Nehru Yuva Kendra, Lucknow</i>
14.	<i>Government Girls Inter College, Narhi Lucknow</i>
15.	<i>Ram Shree Inter College, District: Unnao</i>
16.	<i>Sardar Bhagat Singh Inter College, District: Unnao</i>
17.	<i>Vishala Devi Inter College, District Hardoi</i>
18.	<i>Atal Bihari Uccharat Madhyamik Vidyalay, District Hardoi</i>
19.	<i>Kutub Nagar Inter College, Sitapur</i>
20	<i>Vidya Niketan Degree College, Sitapur</i>

5. Human Resource Development

Human Resource development: As on March 31 2021, staff members were provided with many opportunities to strengthen their capacity.

<u>S. No.</u>	<u>Date</u>	<u>Issue / Organizer</u>	<u>Attended by</u>	<u>Place</u>
1	20 February-22 February, 2021	Staff capacity and organizational development	4 Board of members, Program Coordinator and 3 Program Officers	Agra

Annual Report 2020-2021

6. List of Board of Trustees- 2020-2021

As on 31 March 2021, there are nine members in board of Trustees, details are given below:

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

7. Information about Human Resources

As on March 31 2021, seven full time members are staffed, one staff resigned in January 2021. There are now two part time lawyers and one consultant.

S.no.	Name	Position	Current Status
1.	Richa Rastogi	Coordinator	Working
2.	Rubeena Khatoon	Program Officer	Working
3.	Archana Singh	Program Officer	Working
4.	Ritwik Chakravarty	Program Officer	Permanent from 1 st of

Annual Report 2020-2021

			<i>March</i>
<i>5</i>	<i>Afroz Jahan</i>	<i>Program Associate</i>	<i>Working</i>
<i>6.</i>	<i>Chanchal Jain</i>	<i>Finance and Admin Officer</i>	<i>Working</i>
<i>7.</i>	<i>Geeta Singh</i>	<i>Admin Supporter</i>	<i>Working</i>
<i>8.</i>	<i>Zainab Siddiqui</i>	<i>Program Officer</i>	<i>Resigned on January,2021</i>

Lawyers and Consultants Detail:

<i>1.</i>	<i>Advocate Sanjay Singh</i>	<i>Legal Consultant</i>	<i>Working</i>
<i>2.</i>	<i>Advocate Alok Jaiswal</i>	<i>Legal Consultant</i>	<i>Working</i>
<i>3.</i>	<i>Ritwik Chakravarty</i>	<i>Program Officer</i>	<i>Joined on 4th June 2020</i>
<i>4.</i>	<i>Shalini Dwivedi</i>	<i>Accountant</i>	<i>Worked from 13th July 2020</i>

HUMSAFAR

27, New Berry Road, Lucknow

BALANCE SHEET AS AT 31-03-2021

LIABILITIES	Rs.	Rs.	ASSETS	Rs.	Rs.
TRUST FUND			FIXED ASSETS		
Opening Balance	128820.04		As per Schedule " A "		54175.00
Add : Excess of Income over Expenditure	323608.80	452428.84			
CURRENT LIABILITIES & PROVISIONS			CURRENT ASSETS, LOANS & ADVANCES		
(a) Current Liabilities			(a) Current Assets		
AJWS Grant (Apr'21-Dec'21)	2047949.00		PNB A/c No.199062	3093845.03	
CCFD Terre Solidaire Grant	436866.00		HDFC Bank A/c 50100325497549	1019992.80	
			PNB A/c No.001417	415459.83	
Global Fund for women Grant (April 21-July 21)	437266.00		Cash in hand (Trust)	314.00	4529611.66
AJWS Interest Grant	73195.00				
GFW Interest for Grant Fund	15600.00				
OXFAM Interest for Grant Fund	11665.00				
Provision for Audit Fee	11970.00				
Provision for Report Writing	9745.00				
Provision for Consultancy	50000.00				
Exposure Visit	16463.00				
Report Writing	5000.00				
APPI Bank Interest (after bank charges)	32124.82				
Azim Premji Philanthropic Initiatives	983514.00	4131357.82			
		4583786.66			4583786.66

Accounting Policies & Notes to A/Cs Schedule "B"

As per our report of even date.

For TANDON KAKKAR & ASSOCIATES

Chartered Accountants

Fm Reg No 001861C

AVINASH
KAKKAR

Digitally signed by
AVINASH KAKKAR
Date: 2021.10.30 17:09:24
+05'30'

(AVINASH KAKKAR)

Partner

M No 082394

Place : Lucknow

Date : 30-10-2021

UDIN:21082394AAAAEA8014

ARUNDHATI
ATI
DHURU

Digitally signed
by ARUNDHATI
DHURU
Date: 2021.10.30
17:26:40 +05'30'

TRUSTEE

HUMSAFAR

27, New Berry Road, Lucknow

INCOME & EXPENDITURE A/C FOR THE YEAR ENDING ON 31ST MARCH 2021

Expenditure	Rs.	Rs.	Income	Rs.	Rs.
To AJWS Bank Charges		241.90	By Bank Interest		476.00
To GFW Bank Charges		395.30	By Donation Received		1151224.00
To Relief Expenses (ICA)		150903.00	By Sale of Scrap		500.00
To Audit Expenses		2027.00	By Ticket Cancellation Refund		600.00
To Bank Charges		354.00			
To Board Meeting Expenses		865.00	By Grant Received		
To Communication Cost		2430.00	APPI Grant (April 20 - Oct 20)	1044172.00	
To Consultancy to Legal Experts		77400.00	APPI Grant (Nov20- March21)	555486.00	
To Consultant Fees		125000.00	APPI Relief Work for COVID-19 Grant	1000000.00	
To Depreciation		16070.00	APPI bank interest	178.18	2599836.18
To Internal Audit Expenses		14750.00			
To Legal Expenses		400.00	By Indians for Collective Action (Donation Received)		150903.00
To Legal Expense (TDS Return Filing Fees)		4000.00			
To Meeting Expenses		22716.00	Grant Received		
To Office Maintenance Expenses		29453.00	AJWS Grant (April 20 to Feb - 21)	1782155.00	
To Office Rent		46400.00	AJWS Grant (March 21)	82651.00	
To Printing		4661.00	Global Fund for women Grant (August 20 -March 21)	675756.00	
To Professional Charges		15882.00	OXFAM India Grant (April 20 -September 20)	285558.00	2826120.00
To Relief Expenses		11000.00			
To Resource Person Cost in 3 District		14000.00			
To Salary of Staff		406640.00			
To Staff Capacity and Organisational Devt.		14865.00			
To Staff Welfare Cost (Medical Insurance)		11826.00			
To Statutory Audit Expenses		2151.00			
To Telephone Expenses		1500.00			
To Travel Expenses		4164.00			
To Azim Premji Philanthropic Initiatives Grant					
Effect of pandemic and lockdown on women -a study of increased violence,challenges and women's response. (Nov 20-March 21)		99474.00			
APPI (April 20 -Oct 20)		944698.00			
APPI (Nov 20 -March 21)		555486.00			
To APPI Relief Work for COVID-19 Grant		1000000.00			
To APPI Bank Charges		178.18			
Expenses Incurred from Grant					
AJWS Grant (March 21)		82651.00			
AJWS Grant (April 20 - Feb 21)		1782155.00			
Global Fund for Women Project (August 20-March21)		675756.00			
OXFAM India Grant (April 20 -September 20)		285558.00			
To Excess of Income over Expenditure trf to Trust Fund		323608.80			
		6729659.18			6729659.18

As per our report of even date.

For **TANDON KAKKAR & ASSOCIATES**

Chartered Accountants

Fm Reg No 001861C

AVINASH
KAKKAR

Digitally signed by
AVINASH KAKKAR
Date: 2021.10.30 17:05:41
+05'30'

(AVINASH KAKKAR)

Partner

M No 082394

Place : Lucknow

Date : 30-10-2021

UDIN:21082394AAAAEA8014

ARUND
HATI
DHURU

Digitally signed
by ARUNDHATI
DHURU
Date: 2021.10.30
17:27:08 +05'30'

TRUSTEE

HUMSAFAR

27, New Berry Road, Lucknow

SCHEDULE "A"-FIXED ASSETS

PARTICULARS	RATE	WRITTEN DOWN VALUE	ADDITIO N/DEDUC TION	GROSS VALUE	DEPRECI ATION	NET VALUE
Air Conditioner	15%	8973.00	0.00	8973.00	1346.00	7627.00
Computer & Printer	40%	7849.00	0.00	7849.00	3140.00	4709.00
Fan	15%	342.00	0.00	342.00	51.00	291.00
Furniture & Fixture	10%	10259.00	12744.00	23003.00	2300.00	20703.00
Office Equipments	15%	7152.00	0.00	7152.00	1073.00	6079.00
Office Equipments	7.5%	0.00	2050.00	2050.00	154.00	1896.00
Refrigerator	15%	1376.00	0.00	1376.00	206.00	1170.00
Computer Software	40%	0.00	19500.00	19500.00	7800.00	11700.00
Total		35951.00	34294.00	70245.00	16070.00	54175.00

AVINASH KAKKAR Digitally signed by
AVINASH KAKKAR
Date: 2021.10.30
17:05:59 +05'30'

ARUNDHA TI DHURU Digitally signed by
ARUNDHATI DHURU
Date: 2021.10.30
17:27:29 +05'30'

