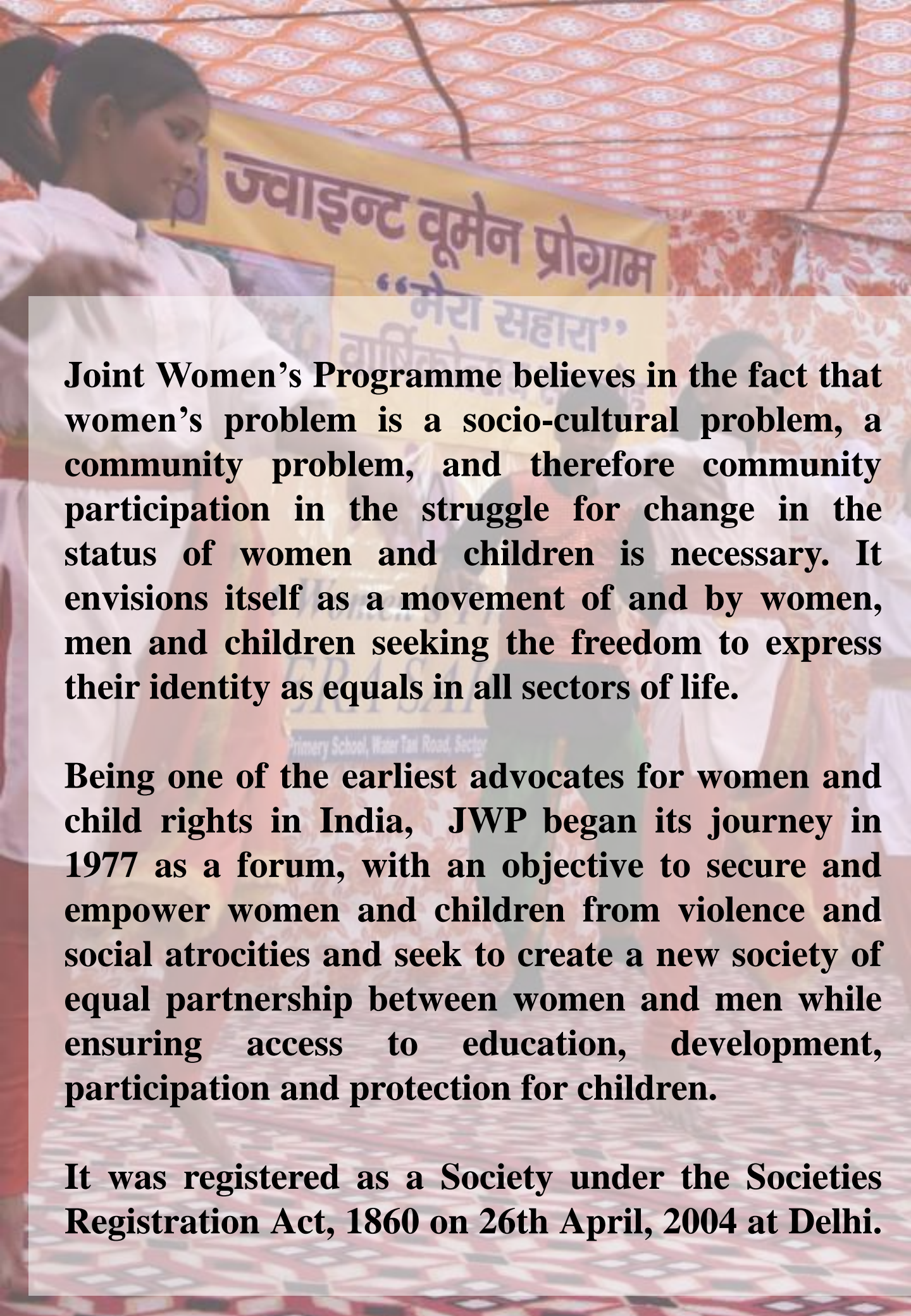


The background of the entire page is a close-up, slightly blurred photograph of several children's faces. The children appear to be of South Asian descent. One child in the center is looking directly at the camera with a slight smile, their hand near their face. To the left, another child is smiling broadly, showing their teeth. To the right, a third child is looking towards the camera. The overall tone is warm and humanistic.

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A woman with dark hair in a ponytail, wearing a white shirt, is speaking into a microphone at a podium. Behind her is a yellow banner with Hindi text. The banner reads 'ज्वाइन्ट वूमैन प्रोग्राम' (Joint Women's Programme) and '“मेरा सहारा”' (My Support). Below this, it says 'वार्षिकोत्सव' (Annual Festival). The background is a patterned orange and white fabric.

Joint Women's Programme believes in the fact that women's problem is a socio-cultural problem, a community problem, and therefore community participation in the struggle for change in the status of women and children is necessary. It envisions itself as a movement of and by women, men and children seeking the freedom to express their identity as equals in all sectors of life.

Being one of the earliest advocates for women and child rights in India, JWP began its journey in 1977 as a forum, with an objective to secure and empower women and children from violence and social atrocities and seek to create a new society of equal partnership between women and men while ensuring access to education, development, participation and protection for children.

It was registered as a Society under the Societies Registration Act, 1860 on 26th April, 2004 at Delhi.

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THE DIRECTOR'S NOTE



On the 30th of March 2018, JWP celebrated its Annual Day Function bringing together our team from other parts of India, in the new rented premises in Nithari, Noida where we have the JWP Skill Training Centre. Our prominent guests were representatives of our local corporate supporters, friends and community people. The front open space of the building had been covered with a shamiana to accommodate local community members and panchayat members. Also, NGO representatives, parents and children, numbering about 500 persons. What a difference from the time when we started our JWP programme to empower women, children and the community!!

I felt excited and fulfilled. In my heart, I thanked all my colleagues and friends who stood by me and did not lose hope in our dream, despite all caste, cultural, customary practices, religious differences and gender barriers. My belief that change, development and justice will only be possible if the community of women and men struggle together to bring about equality and peace. All our programmes on education, protection, women's empowerment and community development have been carried out successfully in the past year in our Centres. Our presence is being acknowledged in the community and our influence is now visible in all the areas where we conduct our projects.

The presentations exhibited by the children of our "Mera Sahara" Centre classes 1 to 5 and those from the crèche, in the form of dance, drama, singing and speeches, reflected their happiness and their concern for equality in society as a means of happiness. I congratulated my colleagues and the children and women from the community, who were able to translate our vision and mission into reality.

Of course, much needs to be achieved!! Some fathers and men from the community were participating in the event, but to truly become equal partners with women in strengthening the struggle for equality and justice in society, will still take time. We have made a beginning in some way, like several justice seekers, through our Centres across the country. However, we acknowledge that we have a long way to go for our children and women, the marginalized and the weak to be recognised and treated as equals.

"The woods are lovely, dark and deep, and we have promises to keep, and miles to go before we sleep, and miles to go before we sleep". - Robert Frost.

-Dr. Jyotsna Chatterji
Director & Secretary



**"We strive to enable women
and children to lead
informed and safer lives"**

CHAPTER I

Vision, Mission and Strategy

The Joint Women's Programme is a non-profit and rights-based organisation. It works to empower women and children by building a movement for freedom from violence in all forms. JWP has been developing platforms through various activities, where anyone can participate and express themselves the way they want, on the need for constitutional rights. It has been creating awareness in the community and the law and order machinery about a healthier and violence-free democratic society.

The JWP has an active presence in both urban and rural areas, as well as urban villages. With emphasis on research, awareness-raising, need for policy change, and gender sensitisation through grassroots organising, JWP conducts issue based meetings; and networks at the regional and national levels among women's groups, children and other members of the community. Systematic research and documentation; cultural activities; seminars; conferences and workshops related to empowerment, are some of the means of awareness-generation and action employed by the organisation. Issue-based legal information & action, especially for battered women, has also been an important function of JWP.

With the aim of nurturing and promoting ordinary women's role in the decision-making process at different levels JWP has played an important role in contemporary issues related to women such as the demand for 33% reservation of seats for women in Parliament – the Women's Reservation Bill. It has actively participated in national and international campaigns against rape and forms of gender-based violence. JWP has where relevant, linked up with like-minded national campaigns – for example, Clean India Campaign, Beti Bachao-Beti Padhao Campaign, Bell Bajao Campaign and started the campaign Hame Jeene Do.



**Community Meeting at
Nithari**



Mera Sahara teachers performing at IIT Delhi

Other function of JWP are related to education and skill building programmes with women and children. The organisation conducts adult education programmes for adults, teenagers and school dropout children. It provides computer education to the young and to school dropouts. Skill is an important part of any person's dignity and economic well-being. Thus, JWP conducts skill training programmes such as tailoring, designing, curry-making, nutritious cooking and training in beautician skills among the women and young girls. It has recently started a programme for training rural women in Kausani, Uttarakhand to make agricultural implements.

Education and protection for the children is a major concern of JWP; therefore, the organisation runs education and protection centres for children in slums and rural areas such as Mera Sahara in Nithari Village, Noida, UP and others in Delhi, Kolkata, Faridabad and Kausani in Uttarakhand. JWP centres provide a safe, healthy and happy zone for children to learn and grow with a feeling of safety and togetherness. Providing nutritious food to school children with the help of other institutions is another central activity of the organization. At the beginning of every academic year, JWP organizes a two-day teacher's training programme for the staff at the Mera Sahara Centre. The teachers play a very important role in the lives of the students, and hence, it is mandatory for the ethos of the organisation to train the teachers to embody the vision and mission of the organisation.



Students perform Saraswati Vandana on the Annual Day

CHAPTER II

Our Centres



JWP's Nithari Centre in Noida

JWP has centres in several Indian states working to further its mission of development for women and child, along with community participation. Our centres are in:

● **NITHARI, NOIDA:** This is our main field office, also home to the JWP's Mera Sahara Protection and Learning Centre, Usha Sillai School and our Adult Education and Skill Training Programme. The Centre is managed by Ms. Vimla Pant, Ms. Padmini Kumar and the teachers of Mera Sahara.

● **OKHLA, NEW DELHI:** This centre is coordinated by Ms. Husna Subani and it conducts legal awareness and literacy programme for over 60 women and young girls.

● **FARIDABAD, HARYANA:** The JWP 'Mehka Angan' Centre in Faridabad is headed by our coordinator, Ms. Kiran Arora and volunteers. This centre covers women and girls from seven neighbouring resettlement colonies. This Centre provides adult education and legal literacy classes along with a dedicated skill training programme in tailoring and cooking. The tailoring unit has been successful in making women aware about the need for their economic empowerment. The items made here are also sold in the market- helping these women to become economically self-reliant. New cooking classes have enabled domestic workers to earn better wages as trained cooks.



Dr. Chatterji visiting the Faridabad Centre to celebrate International Women's Day



JWP's Faridabad Centre

● **ALIGARH, UTTAR PRADESH:** In the JWP Computer Centre in Aligarh, we conduct computer literacy classes for children of underprivileged sections who want to develop the skill. Our coordinator Ms. Neelam who has been trained by our organisation and also conducts regular awareness-generation group meetings in the area.



JWP's Kasauni Centre



● **KASAUNI, UTTARAKHAND:** The JWP 'Chandra Pranam' Centre in Kasauni is primarily a skill-based programme, focused on imparting knowledge of transferable skills to women, and is monitored by our coordinator Ms. Prema Joshi. This Centre conducts durry and shawl making classes for single women, mothers and widows, which are sold in the market. The Uttarakhand projects aims to develop skill along with adult literacy and legal awareness programmes. The skill training programme has also helped us in empowering women to make small agricultural tools, as was demanded by the local women. Regular meetings with the community provide a platform for discussion on local problems and ways to address them and individual needs. This also acts as an interactive time for them to talk to each other, observe and learn.



JWP's West Bengal Centre

● **WEST BENGAL:** The JWP Halishahar Women's Programme in West Bengal, is headed by coordinator Mr. Ajay Mazumdar. It runs a regular education programme for community women and children, with plans of extending it to children living near railway lines. This area consists of migrants who are extremely poor and are mostly engaged in rag-picking and begging. The children often become prey to trafficking for prostitution and forced labour. The programme primarily emphasizes education, health intervention, legal rights and skill training for the women such as sewing and doll making.

CHAPTER III

Education

Joint Women's Programme has been engaged in campaigning for free, mandatory primary education for all children including those in slums and rural areas across the country, and wherever it interacts with women and the community for their rights as citizens of the country. It believes that every child has the right to basic education and strives to provide them with a safe, inclusive learning environment.





NERA SAHARA PROTECTION AND LEARNING CENTRE

As a part of the Education programme, Project Mera Sahara is one of the most successful endeavours undertaken by the Joint Women's Programme. Currently in its eleventh year, this project started in 2007 with minimal resources in Nithari, Noida. Currently, the Centre provides non-formal schooling (up to class 5) and crèche facilities for infants along with running an adult literacy programme for young adults and women, which includes training in legal literacy. It has a skill development centre which provides different types of skill-based classes to women and young girls, including computer classes, and tailoring for economic empowerment.

JWP'S ENGAGEMENT:

Following the frightening incident that took place in December 2006, JWP conducted a survey in the area to find out about the needs for the local people. Recognising the need to provide for a protective and learning environment for over 1000 children who required immediate attention owing to acute vulnerability, JWP envisaged starting a Protection and Learning Centre, which would both function as a school for children, young adults and women, along with providing crèche facilities for infants. This Centre was established with the support of a sensitized local community group to provide for every child, a space for development, survival, protection and recreation, with special emphasis on the girl child who will be the empowered women of the future.

In accordance with its belief that JWP must create a protective environment for children and women, JWP involves the participation of all sections of the society, including men, women and the youth in its programmes. This process has helped to transform the community to be proactively involved in its own development. It is with this vision that our Nithari project came to be what it is today.

MERA SAHARA, NITHARI TODAY:

The Mera Sahara Centre for Children and Women in Nithari Village, Noida, Uttar Pradesh, continues to provide learning, protection and day care for children and promotes interaction with the community for empowerment of women and children and their well-being.

Non-formal education is provided for classes that are conducted for children of different age groups – from nursery and day care to class 5th. Subjects taught in these classes are the following: English, Hindi, Sanskrit, Science, Social Studies, Mathematics, General Knowledge, Environmental Studies and Computer Literacy. Art and craft, music and dancing, morning yoga and outdoor exercises are all part of the overall programme for healthy development of the mind and body. Visits to museums and places of historical interests expose the children to the reality around them. These kinds of activities help them to develop their own view point and understanding; and build their own knowledge about society.

The Mera Sahara Centre follows the Uttar Pradesh Educational Board syllabus, with the aim of educating the children to become eligible for admission in government schools and other mainstream schools after they leave the Centre. Along with the prescribed syllabus, additional reading material is provided to children from our library to incorporate a few lessons from books of private schools. Various kinds of audio-visual sources of information are also shared with the students to strengthen their all-round learning.

We also organise occasional interactive sessions with the parents of the students to keep them informed and involved in their child's education. This also functions as an opportunity for the Centre to get involved in the community, spread awareness about our work and understand the needs of the local people. It is very important for any child to have a safe learning and growing environment both at school and at home, and through these sessions, our organisation attempts to contribute in that direction.

JWP is committed towards child education and learning and hence, similar educational facilities are provided by the other centres whenever there is a necessity.

JWP is grateful to all our supporters, especially Info Edge India, Asha for Education, The Ford Foundation, M/s. USHA International Ltd., and Sai Baba Trust for their support to this venture.





Students' Comments

"My name is Pratibha and I am studying in Class 6. I have been studying in Mera Sahara for the past five years and I have enjoyed every bit of it. Everyone seems like family here, no one is a stranger. I have recently joined a new school, and I feel the teachers are not as welcoming as they were here. If we ever had any issues, we would first go to the teachers here and they would always help us. We got a sense of togetherness and belonging here, which is lacking in my new school. Even now, if I need some help, I still come to Mera Sahara because I know I will be welcomed here"

Pratibha, class 6



Shivani, class 6

"I have been coming here from when I was very little. I love coming here. I shifted to a new school this year and I miss Mera Sahara so much. I know it takes time to adjust to a new school but the teachers and my friends became my second family. I know they will always be there for me. Except regular classes, I have also learnt dance, singing, and Computer here. I feel Mera Sahara has prepared me well enough to adjust anywhere I go."

Staff Comments

"I have been working with JWP for the past ten years, and after so long, my heart is content when I look at the progress we have made.

The biggest change I have found within the community women is that, today they are empowered and self-reliant. Earlier they used to wear ghunghat (veil) when they visited our Centre at Nithari, now these same women are performing plays and songs of empowerment on the stage. They now realise and also demand their equal share of participation in all matters. They understand the difference between duty and rights and have the confidence to speak their minds freely. In my opinion, this is empowerment. I believe they have become both socially and economically empowered.

Moving onto the children at Mera Sahara, I feel the children are capable of understanding their personal struggles and wading through them towards a better life. They understand the value of health and hygiene, education, effective communication and mutual respect for each other and the teachers. They wholeheartedly participate in all the activities, such as studies, art and crafts, poetry, dance, plays, etc. Even though they are faced with a different reality once they are home, they have taken charge of their life and are committed to making their home and surroundings a better place.

Finally, looking back at the journey of Mera Sahara, I can say that Dr. Jyotsna Chatterji's hard work, sincerity and dedication has paid off. It was at JWP that I learnt that without change there is no success and the women and children have affected the change that has come their way. Looking forward I can only see more and more progress and success on our way."

**~Vimla Pant
(Finance Manager
and Supervisor)**



CHAPTER IV

Women's Social, Legal and Economic Empowerment

JWP believes that women's empowerment can only be achieved with the interlinked social, legal and economic factors. It envisions empowerment of women through adult literacy, legal education and skill training programmes. Women and young girls come regularly to our centres to learn and participate in these classes. Occasionally men also participate and share their concerns.

I. Adult Literacy

JWP organises adult literacy for school dropouts, women and youth, especially those who were unable to continue their schooling. We provide basic literacy classes aimed at equipping the women with simple reading, writing and comprehension skills along with spreading general awareness. Literacy is also imparted in both tailoring classes and 'durry' (rug) making classes by encouraging them to write whatever they measure or learn through oral teaching. Now women have become capable of reading newspapers, government and bank related forms. Women are also playing an important role in helping their children's daily school homework.

II. Legal Education

Legal education and awareness is very important for everyone and JWP strives to impart legal literacy amongst women, children, and men who attend our community meetings. In the meetings and interactive sessions, we discuss laws regarding women's care and protection, domestic violence, wellbeing, rape, sexual harassment, child protection, child marriage, child labour, etc. In the past, our facilitators had become aware of some cases of violence against women or child marriage as a result of these discussions. Hence, in these situations, counselling becomes an extremely important area of concern. Interaction with the local police and administration has helped JWP to help women affected by violence in the home and society.

Along with JWP Director, Dr. Chatterji and her staff, our resource persons are Advocate Zeenat Malik and Advocate Bulbul Das, who help us in conducting legal awareness classes and guide us in addressing cases which are brought to us.



Advocate Zeenat Malik facilitating a community meeting



III. Skill Training Programmes

We have actively engaged in skill training for young adults and women throughout all our centres. Systematic skill training programmes in computer use, tailoring and embroidery are conducted for girls in the age group of 12 to 20 years in the slums to provide an alternative to domestic work. Training is also imparted to young women to become health workers and on nutritious cooking. Adult education and legal literacy is another avenue undertaken by JWP to educate the community women. The skill training programmes primarily help women to learn transferable skills, which can be used by them to become self-sufficient and economically independent. It also gives these women a sense of exposure and confidence to become self-reliant.

JWP has had a long association with the M/s. Usha International Ltd., who have continually supported it in training women alongside our Tailoring teacher, Ms. Santosh Bhandari. They conducted a 7-day course, under their scheme 'Usha Silai School' for the community women in Nithari. Women, who trained under the scheme, had received free sewing machines at the end of the capsule course. The certificate enabled them to start tailoring centres and stitch clothes on order. This self-reliance skill training has trained many women and these women continue to train many others in their own community and also earn their livelihood.





JWP has different types of skill-training programmes being conducted at our centres.

● **NITHARI, NOIDA-** At the Mera Sahara Centre, women and young girls are trained in computer classes, tailoring, embroidery and adult education. These young girls and women are trained to become resource persons, who convey to us the local needs of the community people. They are also trained to become health workers, spreading the good practices of health, nutrition and well-being, in the neighbourhood.

● **FARIDABAD-** At the 'Mehka Angan' Centre in Faridabad, regular training and skill development programmes are conducted in tailoring, cooking and beautician classes. The classes on nutritious and diet-based cooking has helped domestic workers get better wages. The tailoring classes have enabled women to sell their produce in the markets and become self-sufficient.

● **WEST BENGAL-** The West Bengal branch of JWP runs a programme for adult education, legal knowledge and skill training for the women, by providing classes for awareness generation, sewing and doll-making. These clothes and dolls are later sold in the market.

● **KASAUNI, UTTARAKHAND-** At the Kasauni Centre of JWP, single women/mothers and widows are being trained in the art of durr-y-making. These durries and shawls are later sold in the market, which helps them sustain their livelihoods. The Uttarakhand project aims to develop skill along with adult literacy and awareness programmes and follow the JWP pattern for empowerment of women, children and the community. Recently, they held a training camp to teach women to make and use new and improved tools for agricultural purposes.



CHAPTER V

Awareness and Action Against Violence- Community Participation

Violence against women and children has been a major area of concern for JWP. It believes that merely having the necessary laws in place is not sufficient. Extensive preparations have to be made at the level of the community and implementing mechanisms, as well as the grassroots level governance to make the laws effective for all. JWP handles cases reported to it on the following matters:

- Rape and child sexual abuse
- Dowry harassment and death
- Sexual abuse and violence at the workplace
- Various forms of domestic violence
- Child marriage
- Foeticide and infanticide
- Kidnapping, sale and trafficking of children and women for prostitution and labour.

JWP has taken proactive action on the issue of violence against women and children and has been successful in making it a public issue. Interactive sessions have been conducted, information, education and communication materials have been prepared, self-defence training has been organised and advocacy conducted at the highest decision making levels in order to address the issue and provide necessary legal measures. JWP's effort on this issue has been to look at it from both viewpoints - a rights based development concern and a matter for law enforcement.





JWP places a lot of importance on **community awareness and participation**. It is only through community acceptance and participation that we can envision any social interventions. Therefore, regular bi-monthly meetings are conducted for community women and men in different areas to encourage those living nearby to learn about their constitutional rights, duties, existing policies and laws for protection; and how to use them. They participate in discussions which are led by experts on law and policy, health, economic matters etc. The issue and cases on issues such as violence against women and children, substance abuse and domestic violence have been successfully handled by our teachers.

Women are also given awareness on **basic legal procedures on legal separation and divorce** and how to file a First Information Report (FIR) when faced with domestic violence and sexual harassment in the workplace. With minority women, special attention is paid for imparting information pertaining to their personal laws and how to use the family courts to address their complaints. JWP holds constant discussions and meetings with urban slum and rural communities on the need for protection of women and children against trafficking and violence. The primary concern is to ensure that families are informed and made aware about the existing extent of the issue and how to prevent it.

In the last year six community sessions were held with experts on:

- (a) women and children in Noida
- (b) Rights and responsibilities of Domestic Workers
- (c) Equality- our rights under the Constitution of India
- (d) Child Marriage and Trafficking of children
- (e) The Role of Police as partners in preventing violence
- (f) Environment protection

Unfortunately, not many men attend these community meetings, but JWP continues its efforts to involve them in every way possible. It believes that equal partnerships between men and women can be the only effective tool to foster development.

Quite recently, in the month of February 2018, two men from the neighbourhood came to the Mera Sahara Centre. They congratulated us on our efforts to empower women and children. They were very enthusiastic about our programme and spoke about participation of men in the empowerment of women. They were very vocal about their support and we hope to extend our programmes to more men in the future.

NOIDA POLICE INTERACTION IN NITHARI WITH COMMUNITY WOMEN ON VIOLENCE AND TRAFFICKING- ORGANISED BY JWP



In 2017-2018, we have held several meetings with the community men and women on issues ranging from Health, Education, Women and Child Rights to Law and Protection. Some of them are highlighted below:

Serial No.	Date	Topic of Discussion	Number of participants
1.	13/05/2017	<ul style="list-style-type: none">Women and EducationSafety of ChildrenHealth and HygieneBasic understanding of Laws	30
2.	14/07/2017	<ul style="list-style-type: none">Equal Rights of WomenCleanliness and SanitationHealth	24
3.	22/07/2017	<ul style="list-style-type: none">Rights of Domestic WorkersLaws related to protection of Women and Children	89
4.	13/09/2017	<ul style="list-style-type: none">Child Marriage	78
5.	2/12/2017	<ul style="list-style-type: none">Sexual HarassmentDomestic WorkersChild MarriageWomen's Rights	36
6.	2/02/2018	<ul style="list-style-type: none">Child Rights, Protection and Right to Education	47
8.	13/03/2018	<ul style="list-style-type: none">Women and Children's Health Issues	42

CHAPTER VI

Health, Wellbeing and Counselling

There is a rampant need to address the situation of health and nutrition for women and children in our country, especially in the rural and semi-urban areas. Based on years of experience at the grassroots levels, JWP believes one of the most crucial aspects of any developmental intervention is the need to emphasise on community-based responses and capacity building, along with wide-spread awareness. Thus, JWP engages in promoting optimal health care and nutrition practices for women and children. Through effective counselling it spreads awareness and understanding about hygiene and sanitation, meeting micronutrient requirements and preventing and treating severe acute malnutrition. The emphasis is on promoting a concept of total health and nutrition, which includes not only physical health but also emotional and environmental protection. We believe by equipping women with good health practices, we can ensure increase in capacity building, community participation, spreading awareness, and better healthy lives for themselves and children.

JWP has organised several health camps with the help of local doctors and the Lioness Club, who handle preventive and curative aspects of health.

Major areas of work for JWP have been:

- Regular discussions with women's groups and community leaders on general medical problems and diseases
- Discussing issues related to women's reproductive health and STDs, HIV/AIDS, etc.
- Community health-awareness about malnutrition, immunization and emphasis on health problems related to early marriage and sexual abuse.
- Community health-awareness about maternal health and post and prenatal pregnancy
- Training of health workers, who organise people to recognise problems of ill-health
- Interaction with local administration and political leaders to ensure cleanliness and hygiene is maintained in surrounding areas
- Better and safer housing conditions for the people
- Access to clean drinking water
- Occasionally students and women organise peaceful walks through the areas with placards to emphasise the need for clear environment and cleanliness.





COUNSELLING

Owing to our grassroots experience for several years, JWP recognises the need to engage in community participation and counselling for both the children and the adults. Children in most slums do not have a normal life. Their parents are heavily loaded with work and do not get the opportunity to engage with their children. At times children in Nithari and other areas fall prey to domestic violence, general societal aggression and other forms of anti-social activities. The teachers have been enabled to build linkages with the homes of the children and their parents. JWP thus act as agents of change and keep guard on children from being forced into child labour, child marriage, drug trafficking and trafficking of children for other reasons. Children are counselled on occurrences of abuse and battery that they often have to face and warned against substance abuse.

They are counselled regularly through mutual discussions in a spirit of understanding. This is carried out at different levels like parent's meetings, women's meetings and community meetings. Experts are invited to speak to the parents and women on issues related to violence in the work places, home, also on laws and protection possibilities such as role of police etc. These expert-led sessions are useful for them as they get new information and insights from the experts.

When it comes to health, many local women are not comfortable discussing issues of menstruation, female health or other related issues openly. Thus, through our counselling sessions, our facilitators talk to the community women in small groups, creating a safe environment for them to open up about their concerns. Based on these meetings, we then organise health camps and expert-driven sessions to address the concerns of the women.

CHAPTER VII

Child Rights

JWP's vision for the holistic development of children includes education, protection and freedom from violence in any form. It has been associated with prominent child rights and human rights organisations to ensure that all basic rights are provided to all children, without discrimination. JWP's action for child rights includes:

- A child's identity as a human person and citizen
- Basic human rights such as food, shelter and right to education
- Action against child marriage, child labour, child abuse, trafficking and child prostitution
- Good health, mental wellbeing and medical attention
- Recognition of the equal status of the girl child
- Prevention of malnutrition and promoting good health practices
- Gender-sensitization workshops held for children to make them more aware about the subject

It has also taken action against various forms of child sexual abuse and demanded necessary changes in existing laws and formulating new laws and a stronger commission for protection of child rights. Some of the major areas of concern have been prevention of child marriages, child labour and child trafficking for various purposes. Several campaigns with children in the slums have been conducted **against child marriage and child labour** to primarily sensitize children both boys and girls in order to prevent them from becoming victims.

Awareness meetings on child labour and victims of child abuse by known family members are a major area where JWP is seeing results by the increase in number of reporting and increase in attendance in Mera Sahara's Protection and Education system. Domestic violence, missing/kidnapping/trafficking of young women and children has reduced considerably due to this community reporting system. JWP is also regularly in touch with the local police thanas. Recently, our teacher Preeti Singh came to know through other students that one of our students who was missing from school often, was traced to garbage picking area and through extensive counselling he was relieved of his Whitener smelling habit. Now he attends school regularly.



Students of Mera Sahara
protest against child
labour and noise pollution

JWP has been involved with the **India Alliance for Child Rights** for many years, collaborating on several projects as well as studies. Most recently, a two-day Conference on **National Stocktaking of the Status and Condition of Children in India** was organized by India Alliance for Child Rights (IACR) at the National Council HQs of YMCAs of India, New Delhi on 20-21 February 2018.

The Conference was divided into five sections: Law and Justice, Education and Right to Learning, Health and Nutrition, Protection and Children's Participation. A special session on First Development Rights was conducted by Professor Venita Kaul.

Several important recommendations for action were discussed by the group. Some of the pressing issues are mentioned below.

- Initiatives taken by the MWCD for overseeing and coordinating the implementation of the NPC, in particular, action taken for setting up of a National Coordination and Action Group (NCAG) under the Minister, Ministry of Women and Child Development (MWCD) to monitor the progress on key priority areas of NPC with other concerned Ministries. Similarly, initiatives taken on formation of Co-ordination and Action Groups at the State and District level.
- Role played and progress made by the NCPCR and SCPCRs in ensuring that the principles of NPC are respected in all sectors at all levels in formulation of requisite laws, policies and programmes affecting children.
- The 16 directions given by the Supreme Court in its judgment dated 9 February 2018 in respect of Writ Petition (Civil) No. 473 of 2005 (Sampurna Behurav, Union of India & Ors.) should be enforced strictly in a time bound manner across the country.
- In view of different age-specifics given under different laws relating to children, it is time that the Government should frame a National Children's Act.
- Take action on ECCE (3-6 years) component under Section 11 of the Right to Education Act, 2009 (RTE) in the light of Sustainable Development Goal No.4. One of its Target is to ensure that all girls and boys have access to quality early childhood development, care and pre-primary education so that they are ready for primary education by 2030.
- There is a need to look into Teacher Education component being proposed under the new education policy. Creating a standard training module to train and generate quality teachers will go a long way in producing meaningful results. They need to be efficiently designed and implemented for teachers in a time-bound manner.
- Quality improvement through the appointment of additional teachers to achieve the prescribed Pupil-Teacher Ratio (PTR) under the Right to Education Act should be expedited in all schools.
- Protection, monitoring and redressal of grievances by the National and State Commissions for Protection of Child Rights including the absence of disaggregated data at the district level are few other grey areas that call for immediate attention of the Government.

CHAPTER VIII

Networking with Other Organizations

JWP has been actively working towards providing informed and safer lives for women for over three decades now. In the process, it has collaborated and networked with several organisations across the country to further its vision. Networking, both on a regional and national level, is a crucial part of the organisation. In the recent years, most of our networking has centred around issues of violence and decision-making for women.

WOMEN AND DECISION-MAKING

JWP is one of the seven National Women's organizations (The seven sisters) along with All India Democratic Women's Association, All India Women's Conference, Centre for Women's Development Studies, National Federation of Indian Women, Mahila Dakshata Samiti and YWCA of India who since 1984 have jointly demanded 33% reservation of seats for women in State Assemblies and Parliament. This women's network has succeeded in its attempt to influence the government to bring about changes in the Rape Law, the Dowry Act, the Immoral Traffic Prevention Act, Property Rights for Women, and the setting up of the National Commission for Women.

The demand for 33% reservation was a logical step forward towards strengthening democracy at the grassroots following the reservation of seats for women in the Panchayati Raj. To this day JWP is an integral part of the campaign for the **Women's Reservation Bill**, conducting several public meetings and signature campaigns at the grassroots level while also meeting with political leaders including Parliamentarians to table this issue. JWP promotes efforts to ensure that all processes enable women and the community to get together to demand for an effective implementation of policies and programmes for equal entitlements. It aims to address and fill in the gaps between the formulation and implementation of policies and schemes and ensure that these fulfil the needs of the common person.



VIOLENCE AGAINST WOMEN

JWP has proactively taken action towards violence against women and assisted in resolving cases regarding the same, as elucidated in Chapter V. Some highlights of the year are as follows:

1. JWP organized a huge meeting in the month of February 2018, with law enforcing authorities, psychologists, anti-trafficking unit, and the Lioness Club of New Delhi. It was our great honour that the Superintendent of Police: Crime, of Women's cell, Noida was chairing the meeting to address the issue of domestic violence, trafficking and child labour. One of the pressing issues which emerged through the event was the need to address and remove the 'fear' of reporting domestic violence or any other crimes to law enforcing authorities.



2. JWP has been associated with the One Billion Rising Movement since its inception in India. It is coordinated by Ms. Kamla Bhasin. As a part of a world-wide movement, OBR strives to end rape and violence against women. Thousands of women, along with representatives of NGOs, civil society organisations, journalists, students, etc. attend the celebrations every year to show their solidarity. In 2018, as a part of the OBR, JWP organised a children's play in Jantar

Mantar, New Delhi, on the issues of violence against women and children. It also organised several community meetings and a few rallies in Noida, in lieu of spreading awareness about the increasing cases of rape and sexual violence of children.

3. To celebrate International Women's Day, a 2 km march and event was organized by a collective of Women's organizations on 8th March, 2018 under the banner of '8march Saath March'. Many of our community women from Nithari, along with other members of the JWP participated in the march with full fervour to show our solidarity on the multitude of issues faced by women, and to hope for a more gender-just society.



Consultation on Sexual Harassment at the Workplace

The Joint Women's Programme (JWP) in association with the **Indian National Bar Association (INBA)** and the **Asia Foundation (TAF)** organized a Consultation, on **Sexual Harassment of Women at Workplace (Prevention, Protection and Redressal) Act 2013** on the 18th of November 2017 at the India International Centre, New Delhi, India. This was JWP's first networking event with the INBA, hence, deserves a special mention. Advocate Zeenat Malick welcomed the guests and requested the Director of the Joint Women's Programme to begin the Consultation. **Dr. Jyotsna Chatterji** introduced the theme and talked about the purpose of the day. She highlighted that the Act has not been used as it should have been as most employers and employees are unaware of its provisions. It was important for each one present at the Consultation to participate, share their opinions and ideas and suggest necessary changes that would strengthen the Act and its implementation.

The Hon'ble Judge of the Delhi High Court, Ms. Justice Hima Kohli inaugurated the Consultation and highlighted that the challenges that women face in their day to day work life and how it effects the psyche of a woman. She focused on the fact that caste, creed, sex and birth all play a role in deciding what treatment a woman would get. Knowledge about this Act is vague. The definition of "victim", "offence", "perpetrator", are not clear. Justice Kohli mentioned about the 'She Boxes' that the Government has come up with, and the ways and means by which technology could impact this whole scenario. Other panellists for the introductory session were Ms. Divya Nag, the representative of the Asia Foundation who highlighted the fact that sexual harassment of women at the workplace is not just a "woman's" issue but a social issue.

Hon'ble Ms. Justice Hima Kohli along with **Ms. Diya Nag** and **Sr. Advocate Rebecca John**, released the handbook on Sexual Harassment at the Workplace prepared for the occasion. **Advocate Suman Deval** of the INBA gave the vote of thanks for the inauguration and release of the Handbook.

There were several sessions held throughout the day by experts, along with interactive sessions with the audience. At the end of the day, **Ms. Zarina Bazliel, Member of the Internal Complaints Committee, Ministry of Urban Development, the Government of India** went ahead with the final discussion and outcome of the day's discussion.

She emphasized primarily on the duties of the employer to ensure a safe and comfortable workplace for all workers regardless of gender. Therefore, this Act must be thoroughly understood both by the employer and the employee. The setting up of an Internal Complaints Committee or Local Committee is the basic responsibility of the employer and the selection of the external member should depend on the expertise of the person. Some of the points made by her in conclusion were:

1. Annual audit of the complaints filed
2. Continuous gender sensitization and training on the implementation of the Act
3. Understanding false cases-no proof does not mean that the case is false
4. Prevent power play- need to ensure that hierarchy does not come into play
5. Counselling on a regular basis be available in all sectors
6. Schools and colleges, vocational training institutes etc. must be made conscious about gender concerns and constitute complaints committees.
7. The Act needs amendments to make it more applicable and implementable

With a vote of thanks, the Consultation concluded with the hope for a follow-up Consultation in due course.

CHAPTER IX

JWP's Annual Day Function-2018

On the 30th of March, 2018, JWP organised its Annual Day Function at the newly acquired premises of the Mera Sahara Skill Training Centre in Nithari, Noida. It was a day of celebration and reflection on the activities and achievements of the past year. Amongst the audience, our honoured guests were present from various organisations- **Info Edge India, War Widows Association, Asha for Education**, etc. Several friends, colleagues and other local supporters were in attendance and full of enthusiasm.

Children from classes 1 to 5, along with infants from the crèche facilities, put a great show to celebrate the spirit of togetherness. The students and teachers of Mera Sahara along with some staff members and volunteers prepared some informative plays, covering issues of gender discrimination, domestic violence, promoting female literacy, etc. A prize distribution ceremony was also organised as a part of the Annual Day Function to encourage the students who performed exceedingly well in their exams. Dr. Chatterji also distributed tokens of appreciation for the teachers, for their dedication and hard work to make Mera Sahara successful. The heightened spirits along with the feeling of togetherness and belongingness amongst the students, teachers and staff members of JWP was the highlight of the





CHAPTER X

Our Team

The Director of JWP, **Dr. Jyotsna Chatterji** meets the staff every Tuesday and discusses various matters like overall administration, academic concerns local affairs and violence and action required. She shares and discusses local and national issues pertaining to women and child rights, laws and how to use them. She also discusses domestic and sexual harassment cases, and connects with other organizations in order to inform women workers about their rights, laws and policies for their protection. As a consultant and expert on the matter, she gives suggestions to solve difficult situations arising among the staff and their families, domestic violence cases and how to handle them. She regularly checks on administrative, financial matters and fund raising.

Ms. Padmini Kumar, Assistant Director, visits the Nithari Centre to oversee the implementation of all aspects of protection, care and education, handles domestic violence cases, networks with local government authorities like the District Magistrate of the area, local police, village head, local partners and supporters along with Ms. Vimla Pant, and senior teachers Renu Chaudhury and Manisha Sharma.

Ms. Vimla Pant, Financial Manager and Supervisor, looks after overall day to day management of JWP and counsels the teachers, staff and children on issues concerning local centre matters. She also looks after financial matters along with **Mr. Dharam Narayan**, the Accounts Manager.

Ms. Lavneeta Jalan, Organisation and Community Development Officer, has recently joined the organisation. She visits the Mera Sahara Centre and the Skill Training Centre weekly to engage with the students and teachers, along with organising events and networking with other organisations. She is also responsible for drafting project proposals and fundraising.

Ms. Husna Subani, Consultant, is responsible for overseeing the Okhla Centre of JWP, where she conducts awareness generation meetings for Muslim and other marginalised women. She also visits the Mera Sahara Centre to counsel the teachers and community women.

In Mera Sahara, Nithari, senior teachers **Ms. Renu Chaudhry** and **Ms. Manisha Sharma**, regularly counsel children in the age group of 9 to 14. The teachers and helpers (**Preeti Singh, Neeta Tiwari, Rubina Begum, Gayatri Sharma, Santosh Bhandari, Pooja Rani, Sheela Singh, Radha Bhag, Soniya, Saroj**) are active, capable and informed members of Mera Sahara Centre. They conduct adult education classes as well.

In Faridabad, **Ms. Kiran Arora** and **Ms. Nishi Kinger** carefully handle the programme in awareness generation, skill training in tailoring and nutritious cooking, with sensitivity and care.

In Kausani, **Ms. Prema Joshi** and her team, pay special attention to the needs of single mothers and widows and their children as they handle awareness programmes, skill training, legal knowledge and protection in the context of their hilly area and social conditions.

In Halihsahar, West Bengal, **Mr. Ajay Mazumdar** carefully handles gender sensitization programmes, legal education and skill training with the community of migrants and their children living on the both sides of the railway lines and the local villagers.



***“Our staff
and
volunteers are
our real
pillars!
Without their
support, JWP
would not be
what it is
today”***

CHAPTER XI

Our Gratitude

We are grateful to Info Edge (India Limited), Asha for Education, the Asia Foundation, The Women's India Association of the UK, The Ford Foundation, M/s. USHA International Ltd., War Widows Association and Smt. Urmila Devi Mittal Memorial Trust, Mr. Sunil Kumar Talwar, Mr. Bhupendra Jain, Mrs. Priyali Prakash and Mr. Dhruv Prakash and individual donors for their support.

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Our special thanks to Sai Sewa Mandir, Sector 44, Noida, UP, for providing freshly cooked and nutritious food for our children every day.

We are very grateful to our Board Members who are concerned about JWP's development and advise us on action to be taken.

JWP's accounts are audited by M/s. A.K. Nair & Co., Chartered Accountants, New Delhi, who have stood with us for professional advice and support.

We are also grateful to all those who come as experts and give their valuable advice to us.

We specially thank Vaishnavi Ganesh from Miranda House who has trained our children in cultural activities.

We thank Commodore Chopra and Mr. Joshi for their contribution and support to our education programme through regular storytelling.

Finally, we are grateful to the Director of Joint Women's Programme, Dr. Jyotsna Chatterji, all staff, friends and community people. With their continuing encouragement, they are the real pillars of the programme.

- Prepared by:
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