

# ANNUAL REPORT

South Asia Women Foundation India

**2021-2022**





# ANNUAL REPORT

---

APRIL 2021 – MARCH 2022

# CONTENTS

1. Reflections on the year gone by from the Board	01
3. About SAWF IN	02
4. Our Strategic Interventions	03
a. Building a case for resources to flow towards a feminist funding agenda	03
b. Grants for initiatives led by women and trans* persons	05
5. Online campaign to mark #16 days of activism against gender based violence	13
6. Raising the issue of women's work participation to mark International Women's Day	14
7. Mitigating Crisis - our COVID Response Programme	16
8. Institutional Strengthening	18
9. Board Meetings and Updates	19
10. Our Supporters and Partners	20
11. Financials	22
12. A Note of Thanks	25
13. Registration Details	25
Annexure 1	26



# REFLECTIONS ON THE YEAR GONE BY FROM THE BOARD

With all the challenges the last year has posed in terms of the fallouts of the pandemic and growing conflicts and inequalities, it has still been a very eventful year for the women's funding ecosystem. It has marked a growth in voice, representation, and claims to resources for resourcing feminist agendas.

SAWF IN, as a part of the ecosystem of women's funds, has contributed to the growing demand for more sustainable resources to self-led initiatives and actions aimed at dismantling inequality and discrimination. Through online dialogues and consultations with feminist movement builders and women's rights organisations, we explored what SAWF IN's feminist funding agenda should look like. Given the ravages of COVID, we heard about the need to support flexible grants that advance women's economic recovery and resilience building. We also heard, incessantly, the need for supporting actions and initiatives that could strengthen women's access to justice, including measures to address the growing shadow pandemic of violence and discrimination.

We interacted with a range of philanthropic actors, taking back the recommendations and our insights from the consultations, amplifying the need for co-creating funding agendas and more flexible funding models.

SAWF IN's fellowship programmes mobilised seven strong women lawyers, who worked through the challenges of courts remaining shut for protracted periods and extended legal counselling and mediation services to 110 women and 17 gender non-binary persons. The six fellows working on economic and ecological justice, have shown the proof of concept of their initiatives, resulting in an increase in income from their economic enterprises while also being cognizant of their ecological sustainability.

2021-22 has been a phase of carving a narrative around women's funds and building a case for this mechanism as it facilitates the flow of resources to underserved areas and communities. In our quest to build a national women's fund, we call out to co-travellers from the philanthropic ecosystem, to work with us in expanding economic and social opportunities for women and gender nonbinary communities. Our experience during the last year has taught us that tackling economic and social inequalities requires flexible and responsive funding agendas, co-created with communities battling these challenges. In the coming year, we look forward to deepening dialogues within the philanthropic sector on how to resource initiatives that can move the needle more emphatically on gender justice.

Suneeta Dhar, Chairperson

Anuradha Rajan, Honorary Executive Director

# About SAWF IN

SAWF IN is a national Women's Fund aiming to mobilise and influence the flow of resources towards organizations and groups led by women and trans\* people, advancing their empowerment and the realisation of their constitutional freedoms. We believe that strengthening feminist movement building and supporting initiatives led by women and trans\* persons are critical for achieving gender equality.

Women's Funds are an important institutional mechanism to reach out to the most excluded groups and advance the rights and leadership of women and trans\* people, facing multiple forms of marginalisation. As a women's fund SAWF IN's role is to ensure that resources are available and reach the most dispossessed women's collectives, for the priorities they identify, and the claims they make. By doing this we ensure that philanthropy engages in gender rights and justice work from a feminist lens. SAWF IN recognises that many women's groups engaged in gender transformative work continue to operate without resources or work with limited systems support; many are under-resourced and rarely equipped to access large donors and funders. SAWF IN operates with a special mandate to engage and promote the rights-based work of these marginalised groups and organizations who need additional resources to build and strengthen their institutions.

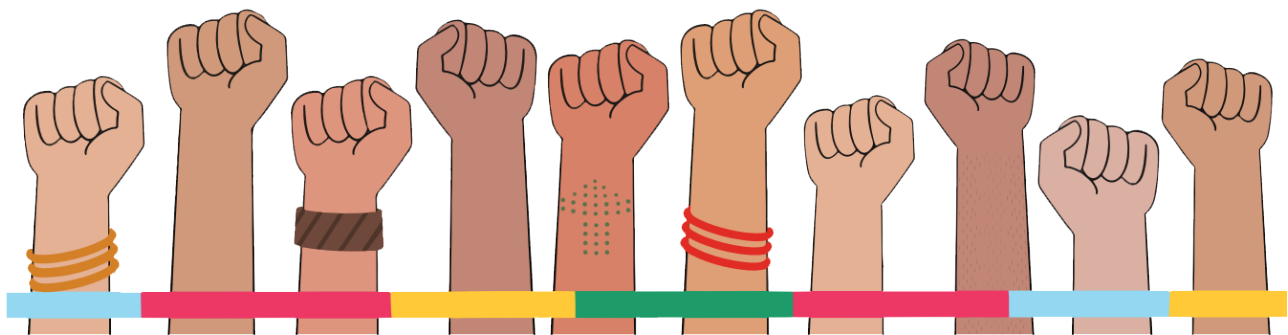
## Our Vision, Mission and Values

SAWF IN envisions a world where women, girls, trans\* and gender non-conforming persons realise their constitutional rights and freedoms to equality and non-discrimination.

We believe that we will be able to realise our vision by mobilising indigenous and other resources, to support movements and initiatives led by women, girls, trans and gender non-binary persons, towards the realisation of their human rights.

### Our Values

- Respect
- Transparency
- Equality
- Trust



\*For SAWF IN, trans\* refers to a wide range of gender identities. This umbrella term includes but is not restricted to agender, gender fluid and gender non-conforming identities.

# Our Strategic Interventions

## a. Building a case for resources to flow towards a feminist funding agenda

I. SAWF IN undertook a scoping study to deepen the understanding of the gendered effects of the pandemic and resourcing needs emerging in communities, in this context. The objective of this study was to bring attention to thematic areas that need support as well as institutional building needs of organizations led by women and trans\* persons. Desk research was conducted from November 2020 to June 2021 and entailed an analysis of 39 research studies, policy briefs and academic papers (from a larger body of over 100 documents) on the impact of COVID- 19 on women, trans\* persons, and persons living with disabilities in rural and urban areas. Along with this, insights from the field, based on interviews with leaders of 47 organizations and groups led by women and trans\* persons from across 22 states and three union territories, were also gathered between March and April 2021. The primary and secondary research culminated in a report titled "*Staking Our Claim: Resourcing for A Feminist Agenda*". Some of the key thematic areas that emerged as priority areas for resource support included:

- Interventions that enable women and trans\* persons to own and control economic, political, and digital resources.
- Building sustainable livelihoods and the need to urgently focus on the economic and food security of marginalised communities in urban and rural settings.
- Supporting funding approaches that place decision-making of the change agenda in the hands of women and trans\* persons. Rebuilding local and transregional knowledge systems between women's and trans\* person collectives.
- Advancing technology, enhancing control over digital resources, and bridging physical movement building work with digital efforts.
- Strengthening networks, intensifying mobilisation of women and trans\* persons, solidarity building and consciousness-raising work.
- The study highlighted strategies for making resources more accessible to groups, enabling spaces for collaborative discussions and facilitating flexible and inclusive funding models.

II. SAWF IN organised a series of consultations between 17 September to 21 October 2021 to share the insights from the scoping study to enable dialogues with a wide range of stakeholders such as feminist activists, members of groups and collectives as well as philanthropists. It enabled an interactive process to debate the study findings, share experiences, and challenges as well as articulate emerging funding needs. The consultations pointed towards the following key priority areas:

- The need to invest multiple small funds into programmes that cater to the needs of the most vulnerable groups.
- The need to engage with trans\* persons and their nuanced needs as a specific constituency.
- The need to invest in promoting land ownership by women, particularly single women and Adivasi women, who often have no assets and live in financial and social precarity.
- The need to prioritise emotional well-being and mental health programmes.
- The need for creative solutions around budgeting (especially around administrative and programme costs), reimagining application processes, and building skills around feminist monitoring and evaluation as well as documentation processes.

The need for and importance of building feminist coalitions and alliances around intersecting, multi-issue organizing emerged as cross-cutting themes in the three consultations.

### III. Podcast: Women's funds reclaim philanthropy for systemic change (on the channel - People vs. Inequality)

Anuradha Rajan, honorary Executive Director, was invited to the Podcast platform '*People vs Inequality*' to talk about women's economic justice, especially during the pandemic. In this podcast, she spoke of the need for re-imagining of social justice work and philanthropy, making long-term and flexible funds accessible to the most dispossessed groups and collectives "if one is serious about the business of tackling inequality." She also shared the growing need to design comprehensive and integrated programmes on the empowerment of women, girls and trans\* people, diving deeper into the needs of communities in the post-pandemic scenario. The podcast promoted the need to shift from supporting siloed programmes to integrated models of intervention, aimed at transforming women's economic and social status.



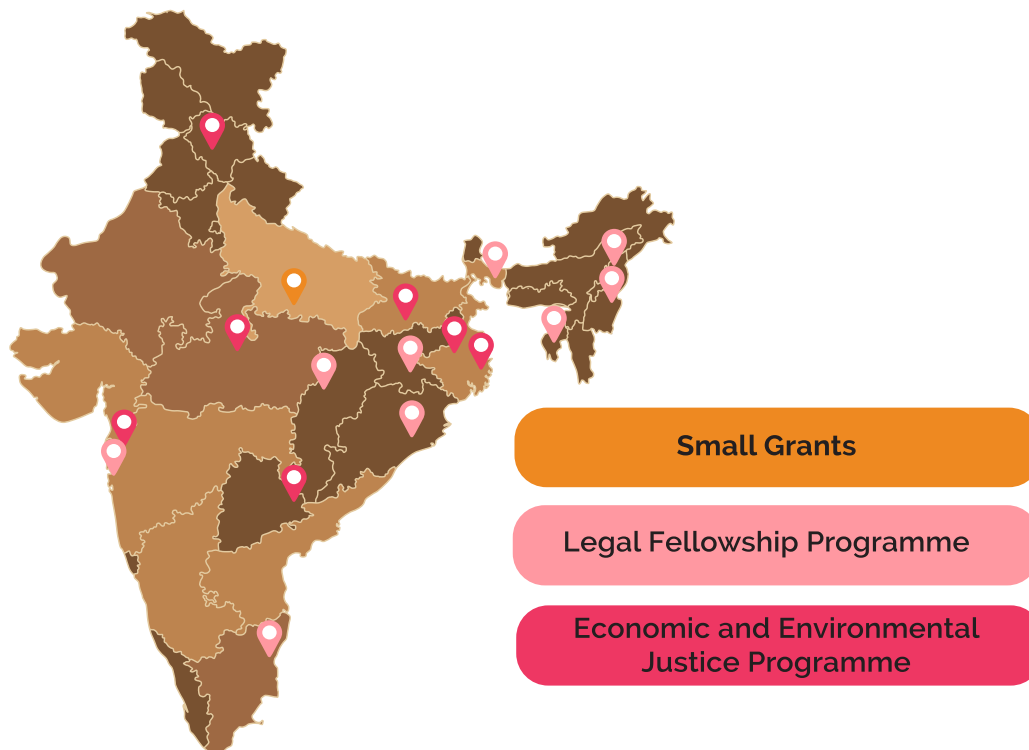
You can listen to the podcast here:

<https://podfollow.com/people-vs-inequality-podcastepisode/93fb9047a2f40c400fd85b40ea13a31b80cb43f0/view>



## b. Grants for initiatives led by women and trans\* persons

Through its grants and fellowship programmes, SAWF IN has supported groups and organisations engaged in transformative initiatives that challenge deeply entrenched gender biases. The legal fellowship programme has also enabled build a cohort of women lawyers who act as a support group and are also adopting a feminist lens in their legal practise.



### I. Economic and Environmental Justice (EEJ) Fellowship

SAWF IN is deeply cognizant of the inter connectedness between economic and ecological sustainability. Through a fellowship programme that supports economic resilience initiatives that also focus on ecological sustainability, SAWF IN seeks to improve economic status of marginalised communities using environmentally sound strategies.

In partnership with Microland Foundation - a CSR Unit of Microland Limited has been supporting six initiatives aimed at increasing the access of socially and economically marginalized women and transgender communities, to economic and environmental resources. In the last year, the projects supported under the EEJ fellowship programme included -

- A self-sustainable, economic model aimed at improved solid waste management and vermicomposting in Rudravaram and Somavaram villages of Krishna district, Andhra Pradesh, led by Bujji Pallepogu.
- An initiative on working with transgender waste collectors in Dhapa garbage dumping ground near Kolkata city, to build awareness on safe waste management processes and develop sustainable livelihood opportunities for the group. This initiative is being led by Raina Roy.





- A handicrafts-oriented enterprise managed by a women's collective in Kangra district in Himachal Pradesh, which utilises locally available pine needles and builds ecological awareness in the community. This initiative is being run by Manisha Chaudhary.
- An initiative led by Kirti Vartha that promotes Warli women's social and economic leadership within their communities by reviving women-led traditional livelihood practices in Palghar and Dahanu blocks in the Palghar district of Maharashtra.
- An intervention led by Reheena Molla where she has mobilised a group of 60, female-headed households to adopt organic farming and animal rearing practices in four villages of Jaynagar I block of 24 South Parganas district in the Sundarbans.
- An entrepreneurship model initiated by Arpitha Bai, to promote indigenous practices and products made of local forest produce by women's collectives in villages from the Panna Tiger Reserve area in Madhya Pradesh

Through their interventions, the fellows have directly reached over 400 women and transgender persons and have indirectly impacted over 9000 people.



SAWF IN facilitated a learning platform for the fellows to exchange project learnings and good practices. In addition, the fellows participated in several capacity-building sessions organised by SAWF IN. These included:

- Multiple sessions on defining project activities clearly, identifying outputs, outcomes and indicators. The fellows were also supported to track outcomes and record changes occurring due to their initiatives/projects.
- COVID-19 awareness session conducted by Dr Shubha Murthy; which in turn enabled the fellows to conduct similar awareness sessions on COVID-19 precautions and vaccinations with their project support team members and short online discussions with women and youth groups in the community.
- Exposure visits that enabled the fellows to gain first-hand experience of other women-led entrepreneurial and livelihood initiatives, in the same or neighbouring state.

### Manisha Chaudhary | Budding entrepreneur from Kangra, Himachal Pradesh



Manisha Chaudhary is from the Kangra district of Himachal Pradesh, a hill state in Northern India. Himachal Pradesh is known for its dense forest cover filled with pine, cedar, barge, and rainforest trees. The risk of Forest fires is exacerbated by vast tracts of pine needles, commonly found in the summer months. Forest fires lead to the destruction of precious flora and fauna in the region. Through the EEJ fellowship, Manisha is capacitating a women's collective in Kangra district to establish and run a handicraft-oriented economic activity which utilizes locally available pine needles to create beautiful products. In the process, the collective also builds awareness of ecological protection, in the community.

'Bargat', an 8-member women's group formed by Manisha with women from her community, make a range of innovative products using dry pine needles, which can otherwise be an environmental hazard. The sales of products from this venture have led to an income earning of Rs 2,500- 3,500 per month for each group member (since October 2021). Apart from the income generation activity, Manisha and her group members are also involved in building awareness and capacities within their group and with women in their communities to engage with issues of gender-based violence and women's rights.



*"I want to make women of my community financially independent by doing something that is locally and culturally relevant; and can be made from available natural resources. So that it can be sustainable and will help reduce the effect on climate change to the ecology of the hills,"* says Manisha.

She has also actively worked towards creating visibility for her products through social media (an Instagram page has been created and is active @**bargat\_janglose**). The group has participated in 4 exhibitions in different locations in Himachal Pradesh this past year and has engaged with over 1600 people. In the coming year, Manisha wants to expand her group and build a collective of 20 women who will engage in the economic activity of making and marketing products from pine needles. Manisha's innovation is ensuring women claim economic resources while adopting sustainable strategies.



### **Rehana Molla | Working with women-headed households in Jaynagar, West Bengal**

In the Sundarbans delta region of West Bengal in Eastern, India, the realities of people's lives include devastating natural disasters such as cyclones, floods, and rising sea levels. The communities living in this region are forced to migrate due to the absence of livelihood opportunities, lack of irrigation due to high water salinity, and lack of basic amenities due to the remoteness of the terrain. All these factors have had a disproportionate effect on women and girls. Through the EEJ fellowship, Rehana is promoting alternate livelihood opportunities for women in Manirtat Panchayat of Jaynagar Block in the Sundarbans region. She has been motivating women's collectives to adopt locally sustainable organic farming methods as well as animal rearing practices that can build their economic resilience.

This past year, she also managed to reach over 80 women through diverse activities to share about her project and also encourage them to start conversations amongst themselves on their lived realities and gendered experiences. She has formed women's groups in 4 villages with 60 women who have learned organic farming and practised it in small tracts of land near their homes or along pond embankments. Apart from household savings as women no longer have to purchase vegetables from the market, they have also gained access to a nutritious and diverse diet. 40 of the group members have also earned between Rs 1000-Rs 2000 per month from selling the vegetables they have begun to grow, this past year.

## **II. Legal Fellowship Programme**

Through a one of its kind legal fellowship programme supported by Ms Priya Paul, a Board member of SAWF IN and a leading figure from the business community, SAWF IN supports motivated women lawyers working at district courts to strengthen their perspective and skills in feminist lawyering. As a part of the fellowship, they also provide pro-bono litigation support and legal aid to women and trans\* persons.



The five new fellows of SAWF IN and two senior fellows from the older cohort have provided much-needed litigation support and legal counselling services to women and trans\* persons; while also networking with organizations providing legal support services. They have also deepened their knowledge and skills around feminist lawyering and kept themselves equipped with new legal perspectives around issues such as the Prevention of Domestic Violence Against Women Act and customary laws affecting women.

**Senior fellows continuing in 2021 and their Courts of practice:**

- Priti Murmu – District Court Jamshedpur, Jharkhand
- Romita Reang – District Court Agartala, Gomati, Tripura

**Fellows onboarded in 2021 and their Courts of practice:**

- Chethana V - Chennai and Kancheepuram District Courts, Tamil Nadu
- Y. Shaophen Phom - Kohima District Court, Nagaland
- Bulia Pulu - Roing, Lower Dibang Valley District and Tezu, Lohit District Courts, Arunachal Pradesh
- Shanchobeni Lotha - Wokha District Court, Nagaland
- Rukhsar Memon - Bandra Magistrate Court, Mumbai

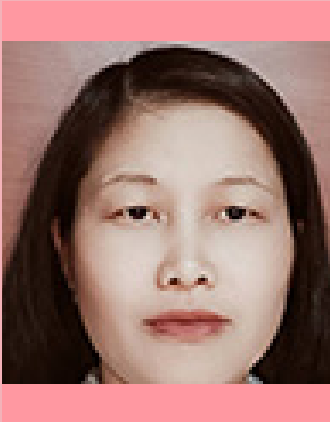


Number of women and Trans\* people supported by the legal fellows

During most of the year 2021, the courts were non-functional due to the ongoing pandemic. This had a severe impact on women and transgender people who could not seek access to legal aid or prompt remedies. Later in the year, the courts started working as e-courts. **43 Litigation cases were filed by the 7 fellows** during the year to support women and trans\* persons and additionally provide counselling and mediation support to more than 200 women and trans\* persons.

- SAWF IN engaged in facilitating a learning platform for the fellows to exchange experiences, knowledge and best practices. Gauging the felt needs of the fellows, capacity-building sessions were organized on:
  - ▶ "Feminist lawyering principles in legal practise" By Tulika Srivastava, International Human Rights Lawyer; Executive Director, Women's Fund Asia; and Board Member of SAWF IN on April 12th, 2021.

- ▶ COVID awareness session on 10th May 2021 by Dr Shubha Murthy
- ▶ Self-Care sessions held on 30th June- 2nd July, 7th -9th July and 26th -28th July by wellness expert Ms Maya Dhwanjan
- ▶ Counselling and mediation techniques using feminist principles held on 12th March 2021 by Adv. Nilanju Dutta from North East Network.



**Bulia Pulu | A legal fellow working in Dibang Valley, Arunachal Pradesh**

Bulia belongs to the Idu Mishmi Tribe, a sub-tribe of Mishmis, mainly inhabiting Dibang Valley and the Lower Dibang Valley district of Arunachal Pradesh. Through the legal fellowship programme, Bulia has been helping tribal women access their constitutional rights and has also been motivating her community members to understand the need for change in the existing customary laws. In the past year, Bulia handled 29 cases of litigation and counselling including cases of domestic violence, maintenance, divorce and cyber-crime.

She was also engaged in various awareness and networking activities such as:

- Networking activities with the State and National Women's Commission and Human Rights Law Network (HRLN) to conduct awareness sessions.
- Pro bono counselling support to women in need.
- Door-to-door awareness campaigns with the District Legal Services Authority (DLSA) and providing legal aid services.
- Providing counselling support at the One Stop Centre in the Roing district.

Among the successes achieved by Bulia during the past year is the POCSO case of a 15-year-old girl who was being abused by the landlord of their house. As she was the counsellor and person of trust for the child, her motivation and perseverance helped the child appear for repeated hearings, while ensuring she was kept safe. This case has also led to an ongoing Public Interest Litigation (PIL) Suo Moto at Gauhati High Court in Assam, where the Chief Justice has taken Suo Moto cognizance of the case as its proceedings were causing further stigmatisation of the child. The Gauhati High Court has additionally noted the absence of a child-friendly court in the state of Arunachal Pradesh.

Bulia is extremely reflective about her career as a feminist lawyer. In her words, she wants to "be the catalyst in improving the socio-legal status of women in Arunachal Pradesh." She recognises the importance of the fellowship as it has enabled her to interact with peers in different states, connect and network with stakeholders, and enhance her lawyering skills.



### III. Supporting women's leadership to improve community-level responses to gender-based violence

Since 2017, SAWF IN has been supporting Diya Welfare Society (DWS), a Dalit women's rights organization working in the Karwi block of Chitrakoot district, Uttar Pradesh on the issue of building women's leadership and strengthening their efforts to access justice for survivors of gender-based violence. With support from Leiner Shoes Pvt. Ltd., DWS has been working in 12 villages, to enhance the leadership of Dalit women who have mobilised themselves into a strong group and lead village-level collectives of women. The collectives act as the first line of response to women facing gender-based violence and social injustices in their families and the community. To date, the collectives have supported over 1100 women and adolescent girls under the banner of Diya Mahila Manch.

The 12 village collectives are led by a group of 24 women leaders who have been building awareness among women, girls, and panchayat members on gender equality, advancing the participation of women in village-level committees and panchayat convenings as well as facilitating their access to various entitlements. In the last year, the organization has supported over 80 women and girls through counselling, mediation and legal aid.

#### Strengthening feminist leadership at the grassroots

For many marginalised and socially disadvantaged women finding their voices in the face of everyday discrimination and violence is not easy. Diya Welfare Society (DWS), a non-profit organization based in the Chitrakoot district of Uttar Pradesh, understands this and through their consistent efforts is trying to bring a change. For over a decade DWS (registered in 2010) has been tirelessly working to advance women's rights and leadership of Dalit women and girls in the district which is located in the Bundelkhand region, a place which still faces feudal practices, caste discrimination, and religious politics. Women and girls especially face multiple social barriers in accessing education and entitlements. DWS builds a relationship of trust and confidence with the community by facilitating discussions on everyday community problems and exploring ways to address them. *"We started with meetings every month where the women from the village conversed casually, occasionally sharing their problems. Gradually, they started opening up and started raising their voice against domestic violence,"* says Mamta Soni, founder of DWS. The organization is one of the two women-led organizations and the only organization led by a Dalit woman leader in the district.



DWS ensures that every woman in the village gets an opportunity to be part of the change by raising awareness about gender-based violence, strengthening women's access to support systems, counselling, mediation, entitlements, schemes, policies, and services and also ensuring that their voices are heard in village development matters.

The women have formed a network called Diya Mahila Manch, which actively reaches out to women and girls in and around 12 villages of Karwi Block in Chitrakoot district to address cases of violence and discrimination. The inter-village core group of Dalit women leaders also receive para-legal training and regular capacity enhancement support.

*"Without the support of SAWF IN and Deepika ji, Diya Mahila Manch couldn't have existed. We have the opportunity to support so many women and girls now,"* says DMM member and core group member of Diya Welfare Society, Chitrakoot, UP

- **Women are being recognised as assertive members of village development discussions by village representatives**  
From five Dalit women leaders in 2017 today there are 31 leaders spread across 12 villages, recognised by the community as front-line supporters and service providers to advance the rights of women and children.
- **First-ever women-led peer-to-peer network, Diya Mahila Manch, supports prompt and effective responses to deal with violence against women and children.**  
Diya Mahila Manch was started by 5 core group members of DWS in 2020. Presently, there are 1150 members (women and girls) across 12 villages. It is a membership-based collective – every member pays a Rs 20 yearly fee that is saved in the group's bank account. The savings are used for making emergency loans for the members.
- **Forming groups to support adolescent girls and young women**  
5 adolescent girls and young women's groups have been formed in 5 villages (Sangrampur, Khoi, Banbhai, Raipura, and Khutah villages), through DWS's efforts. Approximately 60 girls (between 10-20 girls in each village) are part of these groups. Monthly discussions are held with the group and many a time, the mothers of the adolescent girls are also part of the discussions around the aspirations and life goals of the adolescent girls. Important issues related to youth are discussed in these forums such as convincing parents not to marry off girls early and instead investing in education. "If I could get a job nearby, I could earn and support my studies. I don't want to get married so soon," said a young girl during one of the meetings.
- **Increasing support for VAW&G cases is leading to more women and girls reaching out for support**  
While women were apprehensive about reporting incidents of violence a few years ago, DWS has now become a preferred platform to safely share their complaints and access genuine redressal. In the last five years, DWS has addressed 755 complaints of violence reported by women and girls, of which 355 cases were dealt with at the community level; 310 were intervened with support from the helpline, police, and others, and 70 needed court intervention.



# Online campaign to mark 16 Days of Activism against gender-based violence

Advancing women's access to justice is a key area of work for SAWF IN. To raise awareness about the issue and generate broader dialogue on ending gender based violence, SAWF IN actively joined the annually held international campaign, '16 Days of Activism against Gender-Based Violence'.

This campaign which was first started by activists at the inaugural Women's Global Leadership Institute in 1991 runs from 25 November, the International Day for the Elimination of Violence against Women until 10 December, Human Rights Day. The theme for 2021 was 'Orange the world: End violence against women now!' Due to COVID-19 restrictions following the deadly second wave across the country, SAWF IN joined the campaign with a focus on promoting dialogue, debate, discussion and awareness through social media. The need for continuous and consistent efforts to fight violence and discrimination against women and gender non-binary communities was highlighted using regular and engaging social media posts.

A Facebook live webinar कुछ तुम कहो, कुछ हम कहें, आओ मलिके बात करें **Conversations Among Changemakers Working to end Gender-Based Violence** was organized on December 6th, 2021 which featured our grantee Diya Welfare Society (DWS) based in Chitrakoot, Uttar Pradesh, legal fellow Romita Reang from Arunachal Pradesh, Ms Deepika Mehra, Director of Leiner Shoes Pvt. Ltd, and SAWF IN Board members Ms Priya Paul, Ms Suneeta Dhar. The discussion brought out the work being done by our legal fellows and grantees to address gender-based violence on the ground and why organizations such as SAWF IN and philanthropists need to continue financing these initiatives.

*"It gives me a great sense of satisfaction that the program has been able to make an impact across many different regions of India. The most powerful thing about this program is the learning that happens among all the fellows. Some of them are the first women lawyers in their community and they often navigate through spaces such as tribal courts and panchayats where people may see legal redressal as a last resort. A lot of these women need help."*

- Priya Paul, Chairperson, Apeejay Surrendra Paul Park Hotels

16 Days of Activism helped us to expand our reach and connect with more allies on social media.

# Raising the issue of women's work participation to mark International Women's Day

Advancing the economic participation of women and promoting their economic rights is the second significant thematic focus for SAWF IN. We collaborated with the Bengaluru-based organization Solidarity Foundation and held a two-part webinar series on March 11 and March 25 around the theme of International Women's Day, to address the question, 'What will it take to advance women's economic participation?' The series focused on some of the structural barriers that prevent women from entering and staying in the paid workforce in both the formal and informal sectors.



## Webinar on Sexual Harassment at the Workplace and Redressal Measures for Women in the Informal Sector

Sexual harassment at the workplace is a significant barrier that prevents women's active participation in the workforce. In the first webinar held on March 11th, we brought attention to this issue, especially as experienced by informal women workers. Some of the important points raised during the Webinar were:

- Ways to make the implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (PoSH Act) more effective in the informal sector.
- How women workers in the informal sector navigate these issues in their daily lives and the need to build legal awareness around rights.
- Why organizing and movement building is very important for informal women workers to access legal justice.

You can view the entire session here [https://fb.watch/fvSn\\_e5SFY/](https://fb.watch/fvSn_e5SFY/)

# WOMEN & WORKSPACES

JOIN OUR WEBINAR  
WOMEN IN THE FORMAL SECTOR: IS THE WORKPLACE DOING ENOUGH TO RETAIN WOMEN IN THE WORKFORCE?

March 25th | 4-5:30 pm



SONA MITRA  
PRINCIPAL  
ECONOMIST,  
IWWAGE

MODERATOR



ANURADHA RAJAN  
ED, SAWF IN



SHAKTI SRI MAYA  
INTERSEX AND  
TRANS RIGHTS  
ACTIVIST



SREELA DAS GUPTA  
LEAD SME:  
DIVERSITY, EQUITY  
AND INCLUSION, TCS

Join us on Facebook Live!  
@southaslawomenfoundationindia




## Webinar on Women in the Formal Sector: Is the Workforce Doing Enough to Retain Women in the Workforce?

The second webinar held on March 25th focussed on women in the formal sector and the challenges they face in continuing to be active in the workforce. Studies have shown that women's labour force participation remains low in India despite economic development, decreasing fertility rates and rising education levels. The discussion highlighted important challenges that women and trans\* people face in the formal sector, such as:

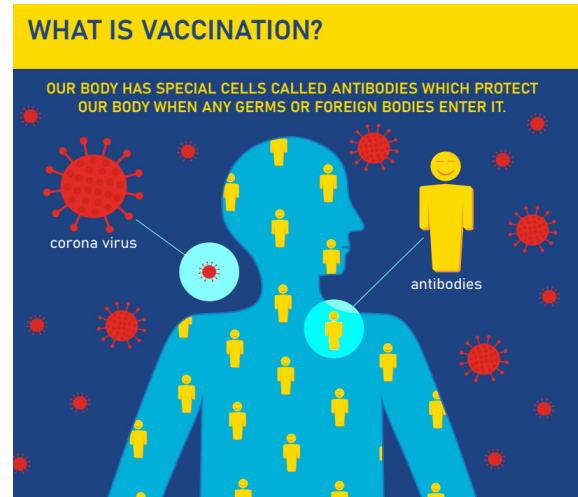
- The prevalence of 'benign patriarchy' in which women lose out on opportunities due to the assumption that certain types of work may be inappropriate or dangerous for women.
- The burden of unpaid care work that makes many women opt for flexible work options
- Gender pay - gap
- Lack of understanding of special health needs of trans\* people and the need to address these issues through organizational policies

You can view the entire session here [https://fb.watch/fvSn\\_e5SFY/](https://fb.watch/fvSn_e5SFY/)



# Mitigating crisis – our COVID response programme

The devastating second wave of the COVID-19 pandemic emerged in May 2021, almost a year after the incidence of the first cases in India. In the post-pandemic scenario, it came to light that the most sensitive groups comprising of women, trans\*, children, people with disabilities, and other socially and economically vulnerable groups were facing resource constraints not only in terms of food and medical resources but also with regards to appropriate knowledge and information about COVID-19 preventive measures and vaccination. SAWF IN delivered the role of providing technical support and facilitating linkages with donors, to grassroots groups and organizations working with vulnerable communities by sharing essential information through a COVID-19 response initiative.



IEC material developed by SAWF IN for COVID- 19 vaccination awareness

## i. Facilitating linkages

SAWF IN facilitated resource mobilisation to the tune of INR 20,00,000 by connecting networks and organizations working on providing medical and food supplies to vulnerable communities, with donors willing to support their efforts. We thank the timely response from the CIPLA Foundation and the CSR wing of Godrej Seeds and Genetics Limited, for supporting relief and recovery efforts undertaken by non-profit agencies working with the urban poor in Delhi and Kolkata.

## ii. Awareness-building efforts to prevent the spread of COVID -19.

Between May and September 2021, SAWF IN organised 16 information sessions of 2-hour duration each, reaching out to 73 organizations and 400 participants. The contents of the sessions were curated jointly by doctors and the SAWF IN team, focusing on preventive measures, the importance and necessity of vaccinations, and breaking the prevailing myths around vaccination. These online sessions were highly participatory and conducted by doctors. The sessions were highly participatory with dedicated time for Q&A allowing the participants to ask questions directly to the medical fraternity. The sessions were delivered in Hindi, English and Telugu and were attended by leaders and frontline workers of grassroots groups, organizations and collectives from 23 states of India. The sessions directly resulted in several of the frontline community workers registering for vaccinations. Many of the participants shared that the sessions were conducted in simple language enabling them to take these messages to the community they work with.

## iii. Sessions on promoting emotional well-being

The COVID-19 pandemic also highlighted the importance of self-care and interventions on emotional well-being, especially for frontline workers in grassroots organizations as well as community members. SAWF IN designed a 3-day module on self-care for frontline workers

of non-profit organizations, wherein the focus of discussion was on the importance of self-care. The participants were able to learn simple, yet effective, tools that could be applied in their daily routine as a part of self-care. 105 participants from 20 grassroots organizations participated in this program conducted by a wellness coach, Ms Maya Dhwanjan.

#### iv. Development of IEC materials and repository of information on COVID -19

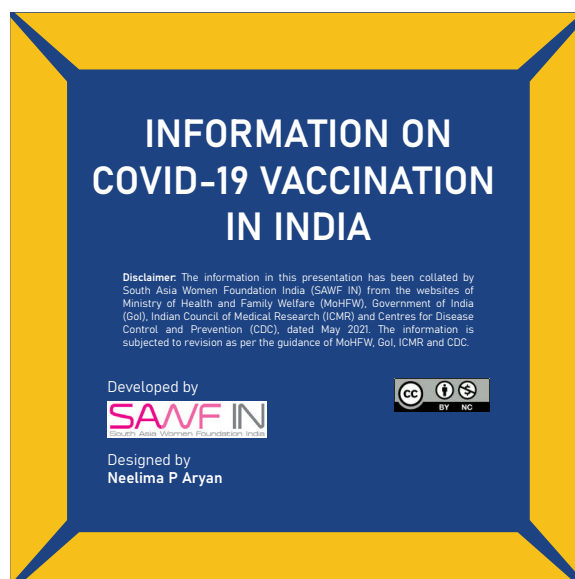
A comprehensive set of IEC materials titled 'Let's Understand COVID-19 Vaccination in India' were developed and disseminated in July 2021. Accurate and reliable information on several topics was curated in these documents that were vetted by doctors. It was envisaged that these documents would assist grassroots groups and collectives to disseminate awareness about preventive measures and emphasise the importance of vaccinations in the wider community. The IEC materials were developed in English and translated into Hindi, Bengali, Telugu, Malayalam, Tamil, Marathi, and Kannada. The attractive layout and smaller file sizes enabled the dissemination of these materials using popular online messaging applications such as WhatsApp and Signal. These documents were distributed to approximately 59,000 people.

#### v. Resource mobilisation for emergency support

A resource directory with details of the schemes launched during COVID-19 by the Central government for women and trans\* persons as well as information on available counselling and other helpline services for mental health and emotional well-being was curated. This directory was shared on SAWF IN's website for ease of access by groups and organizations working at the grassroots.

*"Thank you very much for sharing the document. It was very helpful to make the local communities understand the pandemic and its impact as well as upgrade their knowledge on the subject. It was very simple, easy and effective to use the IEC (Marathi) material provided."*

-- Representative from a grassroots organization in Maharashtra





# Institutional strengthening

## i. Strategic Visioning

As an emerging women's fund in India, SAWF IN undertook a strategic visioning exercise for the next three years. In a series of virtual and in-person sessions involving members of the Board, supporters and volunteers, a robust strategic plan defining the themes, goals, and measurable indicators has been developed.

## ii. SAWF IN's visibility in forums

- Suneeta Dhar was invited as a speaker in a plenary session at a special symposium hosted by the International Institute for Population Sciences on March 11th, 2022, to mark International Women's Day.
- Suneeta Dhar was invited as a panelist at the Roundtable Review of 2020 Assessments on post- pandemic challenges and opportunities for women's rights and gender equality on May 19th, 2021 by Pragnya Trust.

## iii. Capacity Building

- Some of SAWF IN volunteers participated in an online two-part workshop on understanding the gender spectrum implied by the term LGBTQI+, held in August 2021, conducted by Nazariya, a group led by and working with gender non-binary persons.
- Volunteers also participated in a webinar titled '*Joint strategies of LGBTQI\* rights and feminisms*' organized by WIDE+ in November 2021.
- A SAWF IN supporter participated in a webinar titled, '*What Works to Prevent Violence against Women and Girls: Impact at Scale*' organized in January 2022 by CARE USA.
- The honorary Executive Director and a volunteer participated in a series of workshops on Resource Mobilization organized by Prospera International in July, August and October 2021 as well as in a workshop on '*Communications and Narrative Shift*' organized by Prospera International in October 2021.



# Board meetings and updates

## Board Meetings held in 2021-22

The Board met 4 times during FY 2021-22:

Date of Board Meetings	Number of Directors Present
June 16, 2021	4/4 (Virtual)
September 8, 2021	4/4
January 18, 2022	2/4 (Virtual)
March 21, 2022	2/4

The Annual General Meeting was held on September 24, 2021.

In the year 2021-22, there were no payments, consultancy charges, or salaries paid to the Directors of SAWF IN.

In the year 2021-22, there was no national or international travel undertaken by the Directors or staff members of SAWF IN.



# Our supporters and partners

We are grateful to these passionate organizations and individuals for supporting our work and championing the cause of women's and trans\* people's rights.



<https://vanillamoon.in/pages/impact>



<https://www.microland.com/>



[https://en.wikipedia.org/wiki/Priya\\_Paul](https://en.wikipedia.org/wiki/Priya_Paul)



## Testimonials



“It is incredible to see how Mamta has managed to build a community to engage in dialogue on domestic violence, a topic that is never discussed. And how she has mobilized Dalit women to take action on this issue. When she started, she began with a tiny cohort of 3 women leaders and today she has built a platform of over 1200 women called Diya Mahila Manch. She also has 30 para-legal workers who have enabled access to justice for more women. So, it is a kind of ripple effect and it is just getting bigger.”

**Deepika Mehra, Director, Leiner Shoes**

## Way Forward

Women's funds are an idea whose time has come.

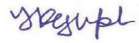

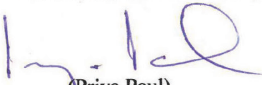
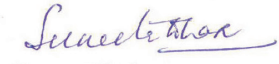

There is a growing realisation within the philanthropic ecosystem that collaborations, partnerships, and shared resources are essential to tackling the wicked problem of inequality and social marginalisation. SAWF IN as a women's fund is an important institutional mechanism to reach out to the most excluded groups and initiatives advancing women and trans\* persons' claims and leadership and ensuring they receive engaged support.

In the coming year, we look to touch the lives of at least 5000 women and gender non-binary people through grants and fellowships. We also look to strengthen funder engagement processes to collectively push the needle on building women's economic agency and advancing their access to justice.

As a national women's fund, SAWF IN strongly believes that supporting actions and initiatives led by marginalised women and trans\* persons are critical towards achieving gender equality. SAWF IN's funding process is transparent, and we work towards building a relationship of trust and accountability between resource agencies and the groups they support. We do this through our efforts towards promoting engaged philanthropy and frequent sharing of updates on the transformation happening on the ground. We are looking to grow collaborative funding models where our strong technical expertise in strengthening a gender focus can complement financial resources.

We are registered as a Section 8 company, whose compliance with the requisite regulatory authorities is up-to-date. We are registered under 80G and 12A (Income Tax Act) and our audited reports are available in the public domain.

# Financials

SOUTH ASIA WOMEN FOUNDATION INDIA			
BALANCE SHEET AS AT 31ST MARCH 2022			
(Rupees in hundreds)			
Particulars	Note No.	As at 31st March 2022	As at 31st March 2021
<b>I. EQUITY AND LIABILITIES</b>			
<b>(1) Shareholder's Funds</b>			
(a) Share Capital	3	30	30
(b) Reserves and Surplus	4	246	(304)
(c) Accumulated Fund		-	-
<b>(2) Current Liabilities</b>			
(a) Short-term borrowings		-	-
(b) Trade payables		-	-
(c) Other current liabilities	5	769	590
(d) Short-term provisions	6	121	9,180
<b>Total</b>		<b>1,166</b>	<b>9,496</b>
<b>** ASSETS</b>			
<b>(1) Non-current assets</b>			
(a) Fixed assets			
(i) Tangible assets		-	-
(ii) Intangible assets		-	-
<b>(2) Current assets</b>			
(a) Cash and cash equivalents	7	1,166	9,496
(b) Short-term loans and advances		-	-
(c) Other current assets		-	-
<b>Total</b>		<b>1,166</b>	<b>9,496</b>
<b>NOTES FORMING PART OF THE FINANCIAL STATEMENTS</b>		1 to 16	
This is the Balance Sheet referred to in our report of even date.			
For <b>KUMAR MITTAL &amp; CO.</b> Chartered Accountants FRN:010500N  (Amrish Gupta) Partner M. No. 090553 		By order of the Board for and on behalf of <b>SOUTH ASIA WOMEN FOUNDATION INDIA</b>  (Priya Paul) Director DIN:00051215  (Suneeta Dhar) Director DIN:07147265 	
Place: New Delhi Date: 19.09.2022			

**SOUTH ASIA WOMEN FOUNDATION INDIA**  
**STATEMENT OF INCOME AND EXPENDITURE**  
**FOR THE YEAR ENDED 31ST MARCH 2022**

(Rupees in hundreds)

Particulars	Note No.	For the year ended 31st March 2022	For the year ended 31st March 2021
<b>Income:</b>			
Grants Income (To the extent utilized)		36,279	2,073
General Donation		550	80
<b>Total Income</b>		<b>36,829</b>	<b>2,153</b>
<b>Expenses:</b>			
Programme Expenses	8	32,805	1,850
Depreciation and amortization expense		-	-
Financial Cost		-	-
Other expenses	9	3,474	1,243
<b>Total Expenses</b>		<b>36,279</b>	<b>3,093</b>
<b>Surplus/ (Deficit) before exceptional and extraordinary items and tax</b>			
Exceptional Items		550	(940)
<b>Surplus/ (Deficit) before extraordinary items and tax</b>		-	-
		550	(940)
<b>Surplus/ (Deficit) before tax</b>			
Tax expense:		550	(940)
Current Tax		-	-
Deferred Tax		-	-
<b>Surplus/ (Deficit) for the year</b>		<b>550</b>	<b>(940)</b>
<b>Earning per equity share:</b>			
Basic			
Diluted			

NOTES FORMING PART OF THE FINANCIAL STATEMENTS

1 to 16

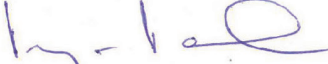
This is the Balance Sheet referred to in our report of even date.

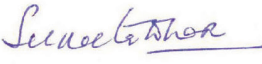
For **KUMAR MITTAL & CO.**  
Chartered Accountants  
FRN:010500N

  
(Amrish Gupta)  
Partner  
M. No. 090553



By order of the Board  
for and on behalf of  
**SOUTH ASIA WOMEN FOUNDATION INDIA**

  
(Priya Paul)  
Director  
DIN:00051215

  
(Suneeta Dhar)  
Director  
DIN:07147265

Place: New Delhi  
Date: 19.09.2022



**SOUTH ASIA WOMEN FOUNDATION INDIA**  
**CASH FLOW STATEMENT FOR THE YEAR ENDED 31ST MARCH, 2022**

(Rupees in hundreds)

Particulars	For the year ended 31st March 2022	For the year ended 31st March 2021
<b>Cash Flow from Operating Activities</b>		
Grant/ Donations	27,770	11,060
Less: Payments towards Operations	36,100	3,270
Net Cash used in Operating Activities (A)	(8,330)	7,790
<b>Cash Flow from Investing Activities</b>	-	-
Net Cash Flow from Investing Activities (B)	-	-
<b>Cash Flow from Financing Activities</b>	-	-
Proceeds from issue of Share Capital	-	-
Proceeds From General Donations	-	-
Net Cash Flow from Financing Activities (C)	-	-
<b>Net Increase in Cash and Cash Equivalents(A+B+C)</b>	(8,330)	7,790
<b>Cash and Cash Equivalent at the beginning of the year</b>	9,496	1,706
<b>Cash and Cash Equivalent at the end of the year (Cash &amp; Bank Balance)</b>	1,166	9,496
<b>NOTES FORMING PART OF THE FINANCIAL STATEMENTS</b>		1 to 16

This is the Balance Sheet referred to in our report of even date.

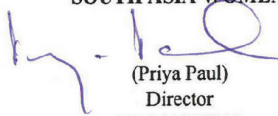
For KUMAR MITTAL & CO.

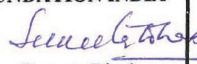
Chartered Accountants  
FRN:010500N

  
(Amrish Gupta)  
Partner  
M. No. 090553



By order of the Board  
for and on behalf of  
**SOUTH ASIA WOMEN FOUNDATION INDIA**

  
(Priya Paul)  
Director  
DIN:00051215

  
(Sunecta Dhar)  
Director  
DIN:07147265

Place: New Delhi  
Date: 19.09.2022





## A note of thanks

SAWF IN deeply thanks the support of individuals, institutions and companies who have contributed towards promoting our work on advancing the rights of women and trans\* persons as well as their communities.

## Registration details

Registered under Section 8 of Companies Act, 2013 vide CIN: U74140DL2015NPL284509

Registered under 80G and 12AA of Income Tax Act, 1961

Registered under CSR-1 of the Ministry of Corporate Affairs, Government of India for undertaking CSR activities

**PAN no.:** AAWCS6337H

**Registered Address**

2, Aurangzeb Lane, Delhi – 110011

**Contact us:**

**Email:** sawfindia@gmail.com, www.sawfindia.org



# Annexure I

## Events organised by SAWF IN

Date	Name of event
17 September 2021	Online consultation on strengthening a feminist funding agenda with senior feminists
5 October 2021	Online consultation on setting a feminist funding agenda, with grassroots organizations and groups in the South, East and North-East India
21 October 2021	Online consultation on setting a feminist funding agenda with grassroots organizations and groups in West, Central and North India
6 December 2021	कुछ तुम कहो, कुछ हम कहें, आओ मलिके बात करें -A webinar involving conversations among Changemakers working to end Gender-Based Violence.
11 March 2022	Webinar on Sexual Harassment at the Workplace and Redressal Measures for Women in the Informal Sector
25 March 2022	Webinar on Women in the Formal Sector: Is the Workforce Doing Enough to Retain Women in the Workforce?



