



Asha for Education Fellowship

AHELI CHOWDHURY, DELHI, INDIA

REPORT & PLAN

2023

Work Areas

- ▶ Youth Development Program- which includes working with young girls to provide them professional skills and job assistance
- ▶ Girls focused program- Working with young girls from minority community to get professional skills and job assistance and build their capacity to understand gender based violence and discrimination
- ▶ Enrolling Out of School Girls back to school: Adolescent girls who were pulled out of school or were never enrolled due to various familial or financial reasons are inducted and supported to complete their school education through National Institute of Open Schooling (NIOS).
- ▶ Program to provide assistance to cases of violence against women

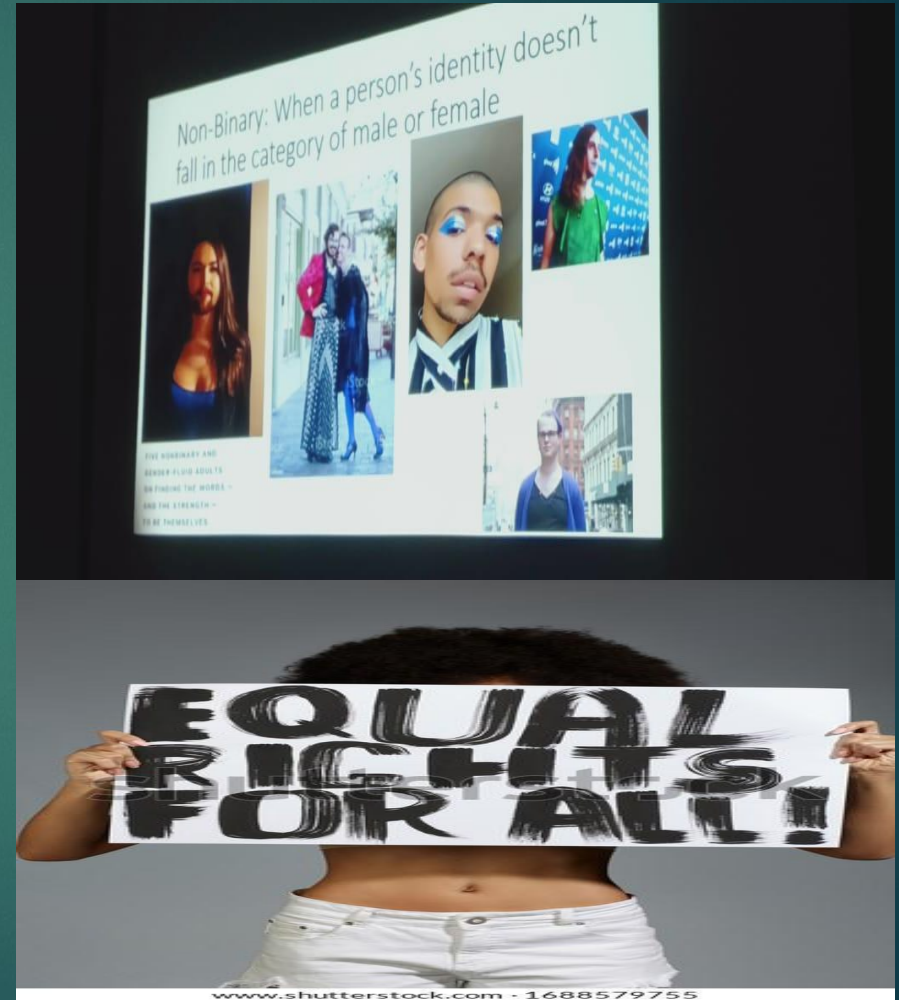


Report on Goals- 2022

Girls Focused Skill Development Program

- ▶ During this year, a total of **82 girls** were trained in English and computer operations.
- ▶ Girls underwent a total of three trainings on issues of gender, health and legal aid.
- ▶ They were also engaged in different activities throughout the year to help them build their self confidence and provide them exposure. The activities done includes celebrating child labour day, women's day, yoga day, art and craft activities etc. The main objective is to create awareness on different issues as well help girls form an opinion.

Gender Workshop

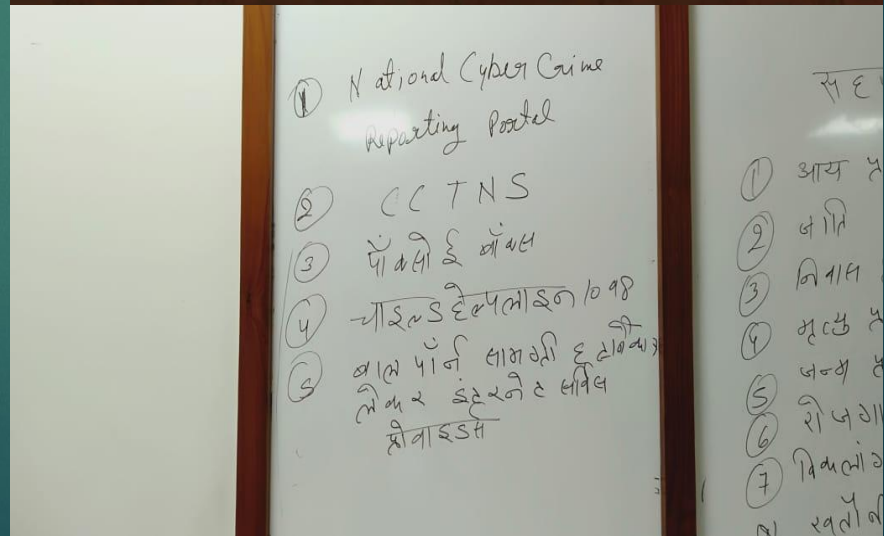
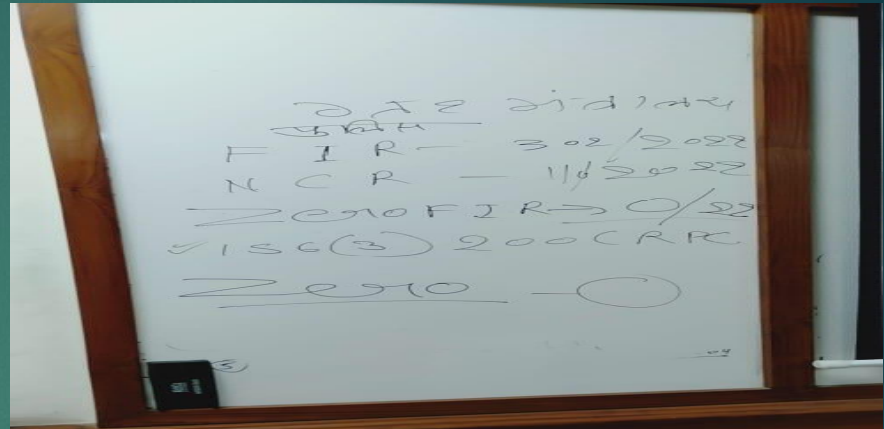


Gender Workshop Topics



- ▶ How gender is a construct of the society and its norms.
- ▶ How gender reflects in our society by card activity.
- ▶ Gender and Gender Discrimination.
- ▶ how we can judge gender discrimination
- ▶ Gender Discrimination in different places.
- ▶ “Patriarchy or Pitra Satta” and making sense about the power.
- ▶ There was a session on “Transgender “in Training.
- ▶ Gender in professional life.

Legal Aid Workshop



LEGAL AID Workshop Topics

- ▶ Session on “RTI ACT”.
- ▶ Session on “LAW FOR ARRESTING OF WOMEN”
- ▶ Session on “ZERO FIR”.
- ▶ Session on “RIGHT TO EQUAL PAY”.
- ▶ Session on “LAW AGAINST HARASSMENT AT WORKPLACE”.
- ▶ Session on “FIR AND NCR”. First Information Report and Non Cognizable Report.
- ▶ Session on “SHe-BOX ”, Sexual Harassment electronic Box.
- ▶ Session on GHARELU HINSA SE SURAKSHA ADHINIYAM 2005.

Activities



Meeting with Parents



Girls gain Employment

- ▶ **76** appeared for interview in retails and other outlets, of which **59 girls** were selected and placed.
- ▶ Girls got placed in various kinds of jobs with salary ranging from **5000 per month to 11,500 per month**. They were placed in mainly calling jobs, as receptionists, or data entry purpose.
- ▶ Some of the employers were:
 - ▶ RBDS Pvt. Ltd. Delhi
 - ▶ AEGIS. Sector -15 NOIDA
 - ▶ 412, 4TH Floor, ABC COMPLEX, Delhi
 - ▶ SMC Insurance Brokers, Noida
 - ▶ RAP Infosystem Pvt. Ltd., Noida

Challenges

This year the work with adolescent girls were resumed in full capacity, which brought with it both opportunities and challenges:

- Difficulty in placement of girls: The girls usually don't have parental support to take up jobs. Parents don't allow the girls to take up jobs even after they have been selected in the job interviews. The reasons mainly are due to societal pressures, instances of early marriage, need of the girls at home to do household chores etc. In this case, we have to constantly counsel parents and girls that employment will not only bring money home, it will help in making the girls independent, which will help her even after she gets married.
- Instances of early marriage: Girls are not able to join jobs, as they are married off soon after or even during the course work
- Maintaining continuity and regular attendance of girls: We struggle to make girls reach class on time and not to be absent. This is because, most girls have a lot of household responsibilities, which prevent them to get out of home on time. Parents also don't prioritize these courses.

This year all these challenges were aggravated due to the fact that most parents and girls had got used to being at home, which has lead to an inertia, breaking it was the challenge. We constantly met with parents, held community meetings to explain to parents that marrying girls off early ruins their life.

Maximizing Reach: Out of School Girls

- Considering girls are twice as vulnerable than boys to drop out, we reached out to girls in the community post the lockdown to initiate learning curriculum for drop out girls. **20 girls** dropped out girls have been enrolled and classes maintaining physical distancing was started
- In the last one year, **girls** have been enrolled into 10th and 12th grade classes through NIOS (National Institute of Open Schooling). Given the experience of how parents and families are reluctant to pay even the minimum fees for the enrolment, JOSH has paid the enrolment and exam fees of all these girls to help them re-enter mainstream education.

Case Study of Drop out Girls: Iram



Iram dropped out of school at 9th grade in 2019. She was unable to enroll back to school as the pandemic had hit, causing the closure of schools. The lost gap had resulted in her losing hope to resume her studies. Last year (2022) she came in touch with us and enrolled in our Out of School Program. She is now targeting to complete her 10th board exam this year. She has been studying in our centre and preparing for her board exams this year.

She is an active volunteer, has taken part in the theatre workshop and is now performing street plays on the issue of sexual harassment and menstrual health and hygiene.

There has been a significant change in her overall personality, with Iram transforming from a quite and timid girl to a vibrant and lively young woman through this program. Apart from studying, she is actively volunteering and is a part of the leadership program also.

Case Study: Drop of Girls: Rinki



Rinki is 19 years old and lives in Trilokpuri with her brother and her parents. Her father had to stop working as he developed significant heart problems few years back.

She dropped out of 9th grade from school as she failed in Science and Maths. She gave the exams again but failed to pass these two paper in the second attempt. She almost lost hope. She even tried to enroll into NIOS program through local cyber café. All these attempts of hers failed. She then met with us and then enrolled with us. We helped her to enroll into NIOS for the 10th grade. She appeared and was finally able to clear both her papers.

We then assisted her to get a job through out placement contacts. She is presently working in 'Wat-a- Burger' a small restaurant in Canaught Place, Delhi. She is earning 10,500 INR now and is able to support her family. Presently she is the only one supporting the family, as her brother only gets work on and off.

Out of School Students Classes and internal tests



Program to Address Violence Against Women

This year, we were able to provide assistance and redressal to a total of **760 cases**. The nature of cases that was received were of domestic violence, sexual assault, dowry cases, divorce cases and others. In this we did the following:

- ▶ Working with victims of all forms of abuse and violence, including domestic and sexual.
- ▶ Providing them with counseling and legal aid
- ▶ Linking with police station and helping them access legal recourse
- ▶ Constant hand holding to help victims to deal with societal circumstances by regular community interaction

Case Studies

- ▶ Kajal is 28 years old and lives in Trilokpuri. She approached us with a case of domestic violence, where the husband would regular beat her up, not give money at home, come home drunk. She had a 2 year old son and she was married for 5 years. She approached us with the complaint that she had left the house, but the husband had forcible kept the custody of their son. She wanted her son back. Counselling of both the parties were done, the husband initially refused to have anything to do with Kajal. During counselling Kajal also accepted her mistakes, while the husband kept refusing to yield. Finally after continuing counselling, the husband also agreed that he was at fault for beating Kajal up. They both agreed to stay together. Presently Kajal has delivered twins and they are living amicably with each other.

Case Studies:

- ▶ Neelam, lives with her mother and sibling in Trilokpuri. She is a student at JOSH centre studying computer and English and has just completed her 12th grade. Her mother is a widow and works as a domestic help to run the household. After her father died her mother's income barely enough to be able to support their family, but Neelam wanted to study ahead so that she is able to get a good job that will allow her to support her family. When she explained her situation and expressed that she wishes to study further and complete her graduation through School for Open Learning, University of Delhi but lack the money for the admission fees, we reached out to another fellow organizations for sponsorship/scholarship for this girl. We helped Neelam fill up the scholarship application form. She received the scholarship using which she was able to enroll into the graduation program of Delhi University. At JOSH on completion of our six months course, Neelam was trained for interview and she appeared and got selected as a data entry operator at Nirman Vihar. She is now earning and also continuing her graduation and also supporting her family.

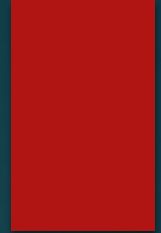
Case Counselling and home visits to Domestic Violence Cases





PLAN for 2023

Long Term Goal- 2023



- ▶ To continue to work with adolescent girls and young women on three main issues
 - ▶ Building their overall employability skills- English speaking and Computer operation
 - ▶ Build their awareness on various relevant thematic issues- gender, health (menstrual health and hygiene) and legal aid in the perspective of violence against women
 - ▶ Providing them job assistance
- ▶ Bringing out of school or never enrolled girls back to mainstream education
- ▶ Providing legal and social redressal to victims of domestic and sexual violence

Creating a support system



Having worked with adolescent girls and young women for the last few years, and having experienced the pandemic, which revealed not only physical health crisis, but also mental health crisis, we learnt how women are vulnerable in their homes and how our traditional support systems have collapsed. Locked up in small houses, women and girls faced mental trauma, physical and mental abuse.

Learning from these experiences, we felt the need to create a support system for girls on which they can fall back for support and guidance from time to time.

Based on this, this year we have selected 35 girls who have been engaging with us since last year. These are girls who have shown potential to learn and lead in different circumstances.

The Plan

- ▶ The plan is to identify and train these 35 girls as leaders on five thematic issues
 - ▶ Gender rights
 - ▶ Legal rights
 - ▶ Menstrual Health
 - ▶ Right to Education
 - ▶ Mental health
- ▶ After being trained, these girls will be encouraged to mobilize and engage 20 girls each under them. The aim is to maximize the reach into adolescent girls community in this area with critical and relevant information on gender, legal aid, health and other public entitlements.

Report: Jan- June 2023

- ▶ As of now, around 40 girls have been identified for this program, and they have already undergone a 7 days theatre workshop and are regularly performing to create awareness on the issues of sexual abuse faced by girls and menstrual hygiene in schools and community area. Till now they have done 10 such performances.
- ▶ We are also making an effort to connect these girls with relevant stakeholders- such as linking them to the east district One Stop Centre (This is a central Government scheme under the Ministry of Women and Child Development to provide support to women affected by Gender Based Violence). The One Stop Centre coordinator has taken the responsibility of training these girls on legal aid, One Stop Centre Scheme benefits for girl child and sexual and reproductive health. These trainings will be delivered by the One Stop Centre facilitator without any cost. Similar to this we will be training these girls to take up leadership role and connect other girls with similar background to maximize the reach of these information amongst them.



Goals and Indicators

Goal	Indicators	Outcome
To provide employability skills to adolescent girls and young women	Number of girls showing at least 60% from the baseline to the endline assessment	Girls to acquire basic employability skills of English and computer operation
To improve the overall understanding of girls on various thematic issues	Number of girls participating in different workshops and activities	Girls gain overall understanding of different relevant issues- gender, legal rights, health and education
To provide job assistance	Number of girls placed.	Girls to get jobs
To create a network of support for and by adolescent girls and young women	Number of girls engaged through this initiative	Girls create a network of support for themselves which provides support to other girls not directly

Fellowship Funding Proposal



Funds disbursed in 2022-2023 = INR 4,46,000

Funding request for 2023-2024 =

INR 4,87,000

(9% increase from last year for inflation adjustment)

Thank You!