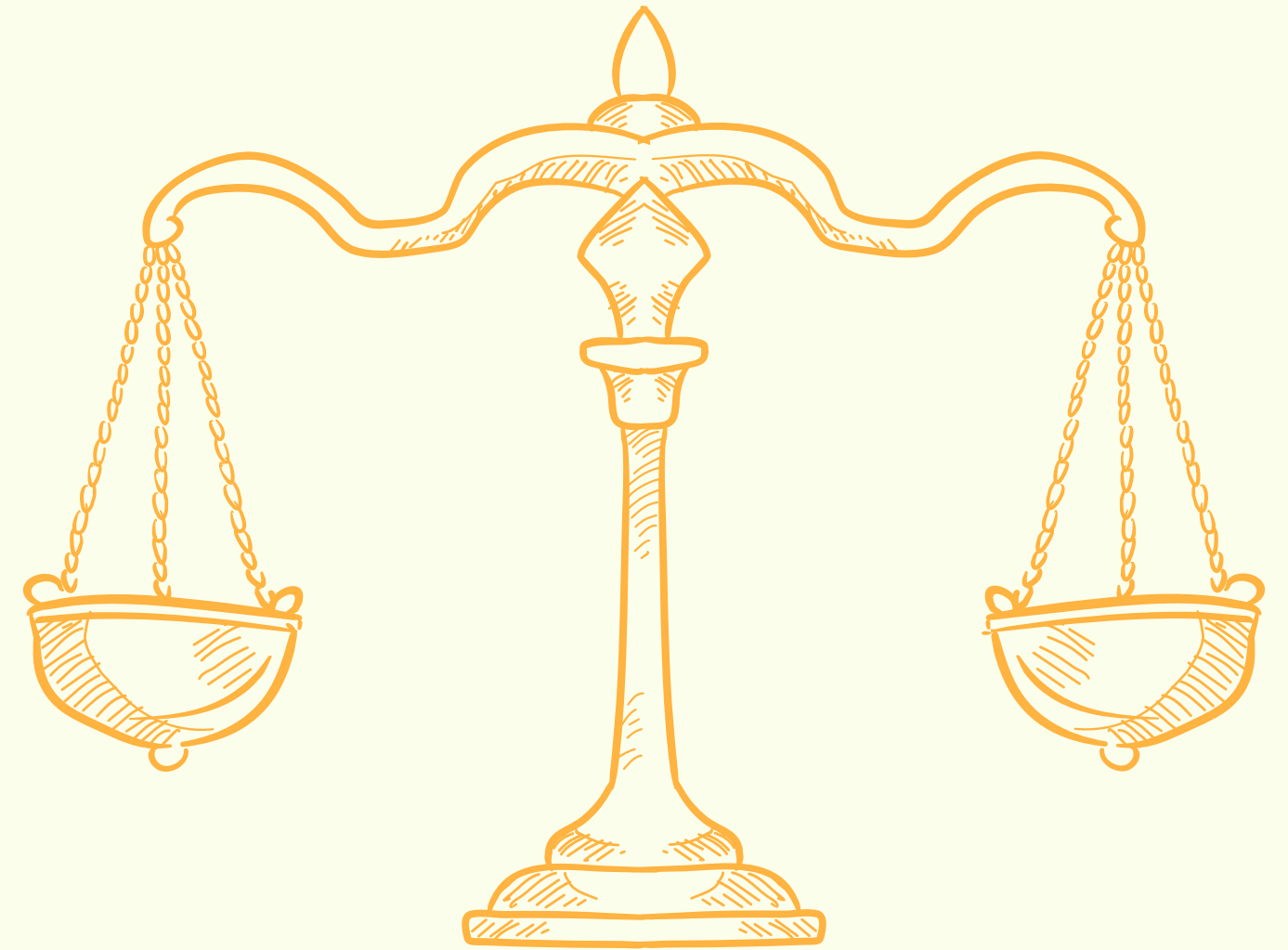
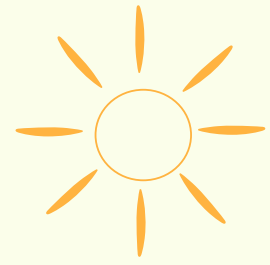


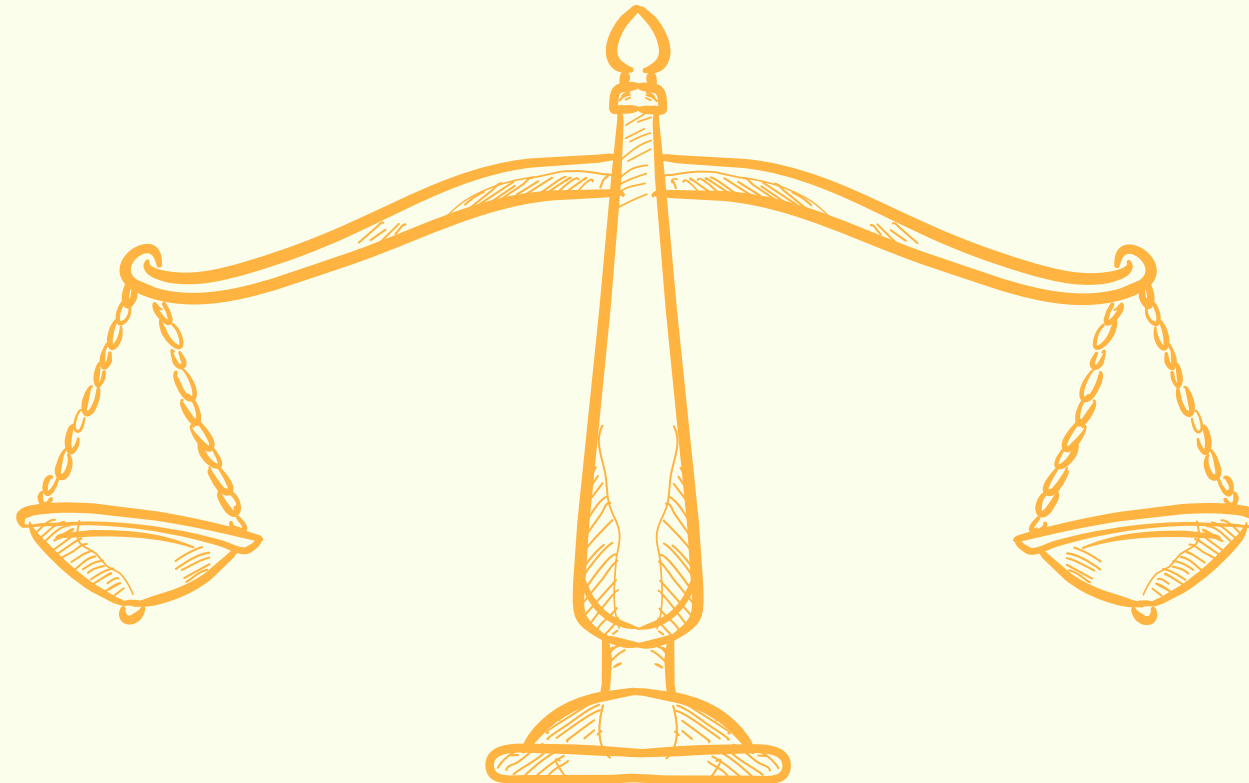
GENDER JUSTICE THROUGH EDUCATION AND ACCESS



Aheli Chowdhury, JOSH

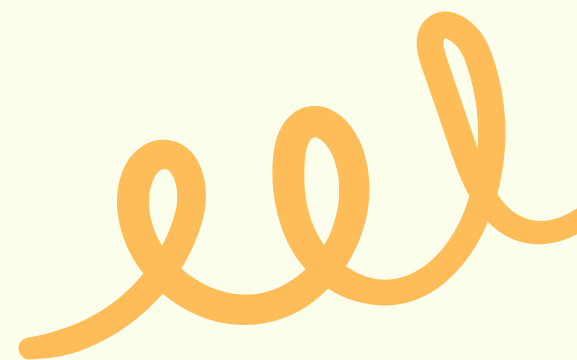


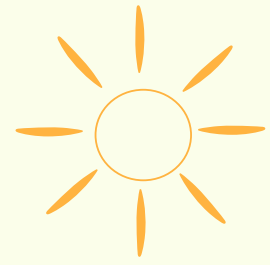
FOCUS ON GENDER BASED DISCRIMINATION



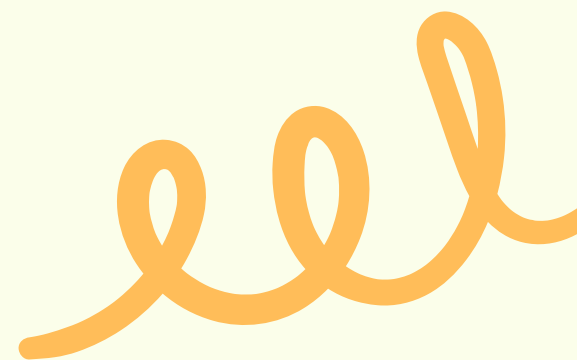
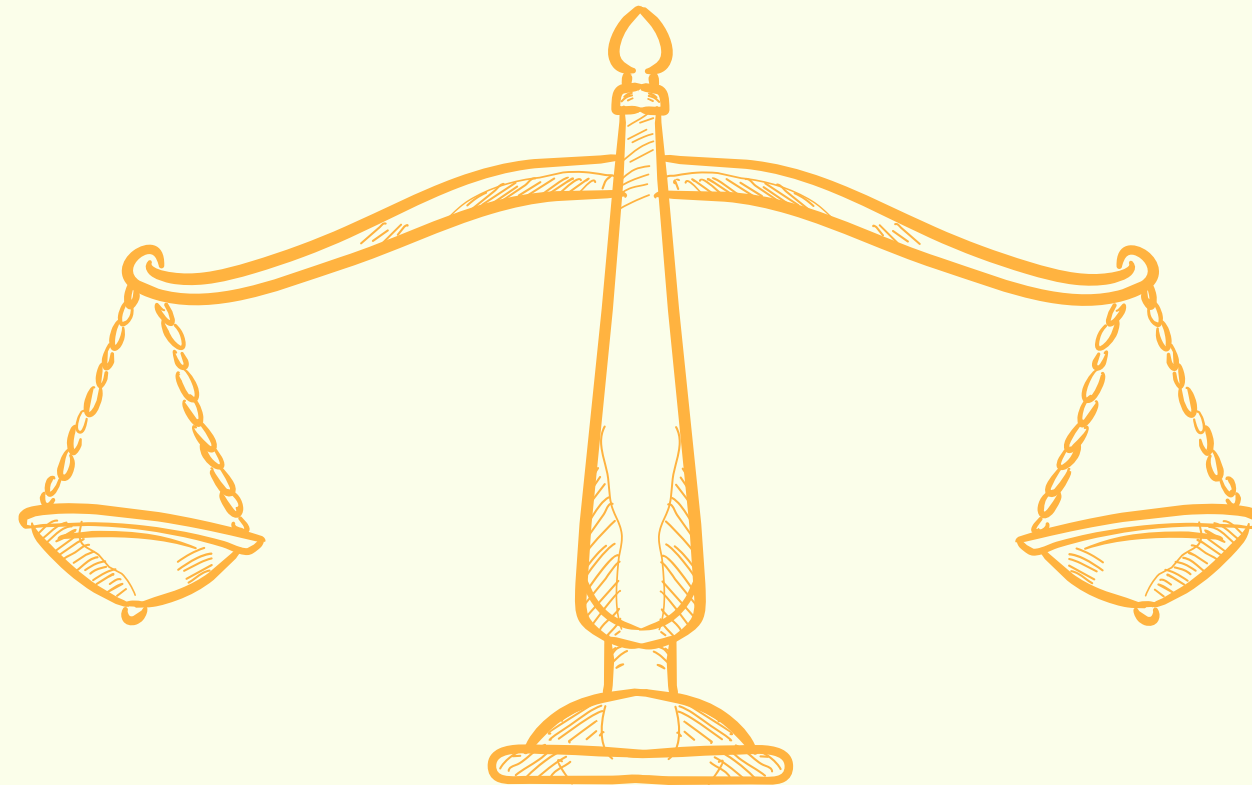
Women empowerment across cultures acknowledges that women face unique challenges and opportunities shaped by their cultural backgrounds, including disparities in access to education, employment, healthcare, and participation in decision-making processes.

Through the various intervention, I seek to dismantle barriers and stereotypes that limit women's potential and inhibit their full participation in society.





BARRIERS/ CHALLENGES



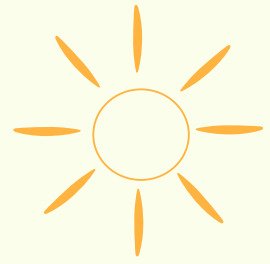
GIRLS EXIT

EDUCATION

PREMATURELY

Long-standing cultural norms, traditions, and stereotypes often sustain gender inequality and obstruct initiatives aimed at empowering women. These become evident with gaps in enrolment and retention rates in schools, especially after 8th grade. Delhi secondary drop out rate is 7.5% with the gross enrolment ratio dropping from 117 at upper primary to just 83 at higher secondary (UDISE+ 2024-25)

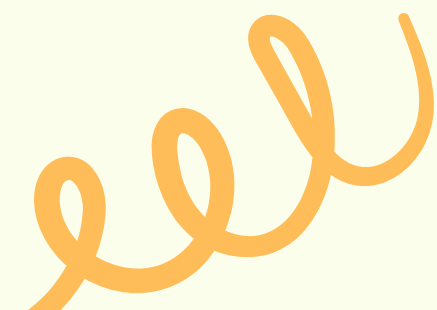


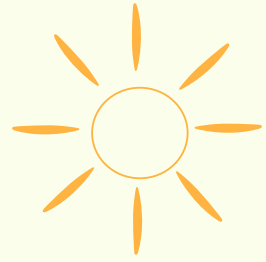


FRAGILE TRANSITION TO WORK



- The participation of women in the workforce is significantly poor, with Delhi having only 14.5% women part of the labour force, which is less than half of the national average.
- Nearly 48% of young women in India are not in education, employment or training.
- They also have limited access to English, digital skills, career guidance and restrictive gender norms leaves young women in slums with no viable path to dignified work





YOUTH LACK VOICE AND REPRESENTATION

Young people, especially women, have no meaningful channels to set priorities, monitor service delivery or organise collectively to drive change or seek redressal in their own communities.

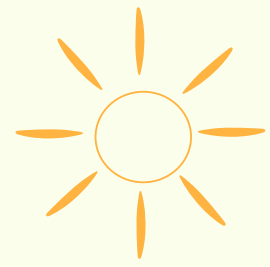


FOUR FOLD

INTERVENTION

- **EDUCATION & AWARENESS**
- **ECONOMIC EMPOWERMENT**
- **COMMUNITY LEADERSHIP**
- **ACCESSING GENDER BASED ABUSE & VIOLENCE**



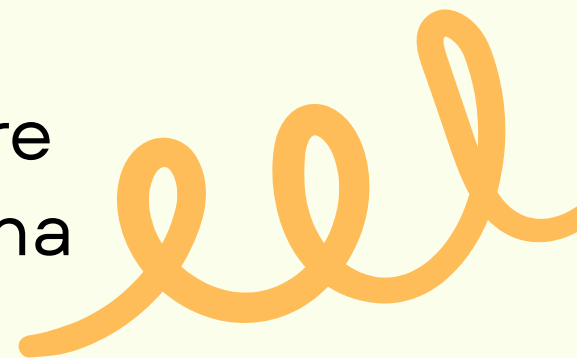


EDUCATION AND AWARENESS



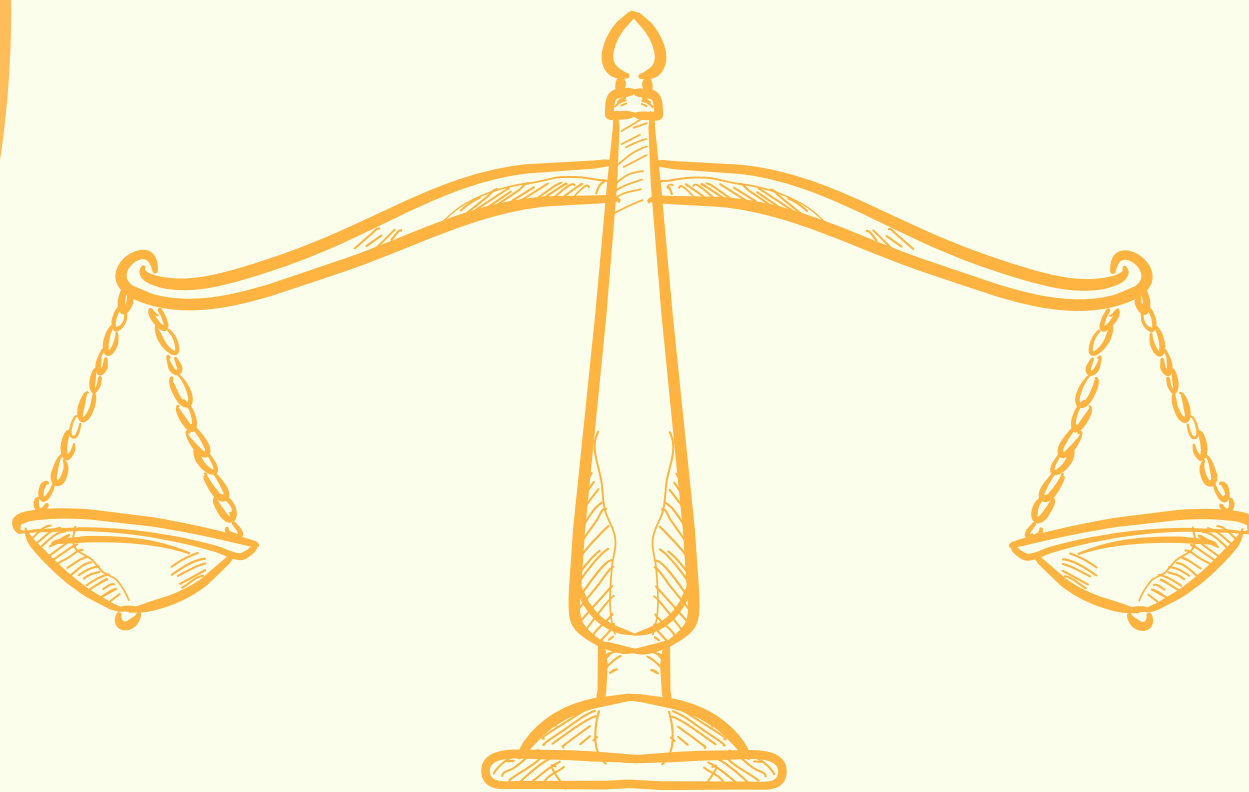
Bringing Girls Back to Education:


- Every year 40 girls who have dropped out of school are re-enrolled through the National Open School System (NIOS).
- These girls are identified and enrolled in our centre through a detailed process of counselling of parents and guardians, documentation and pre-testing of their level of educational capabilities.
- After which they are provided supplemental educational inputs in all subjects in order to get them ready to appear in the 10th and 12th board exams.
- All fees and examinations costs are borne by JOSH in support with Asha for education



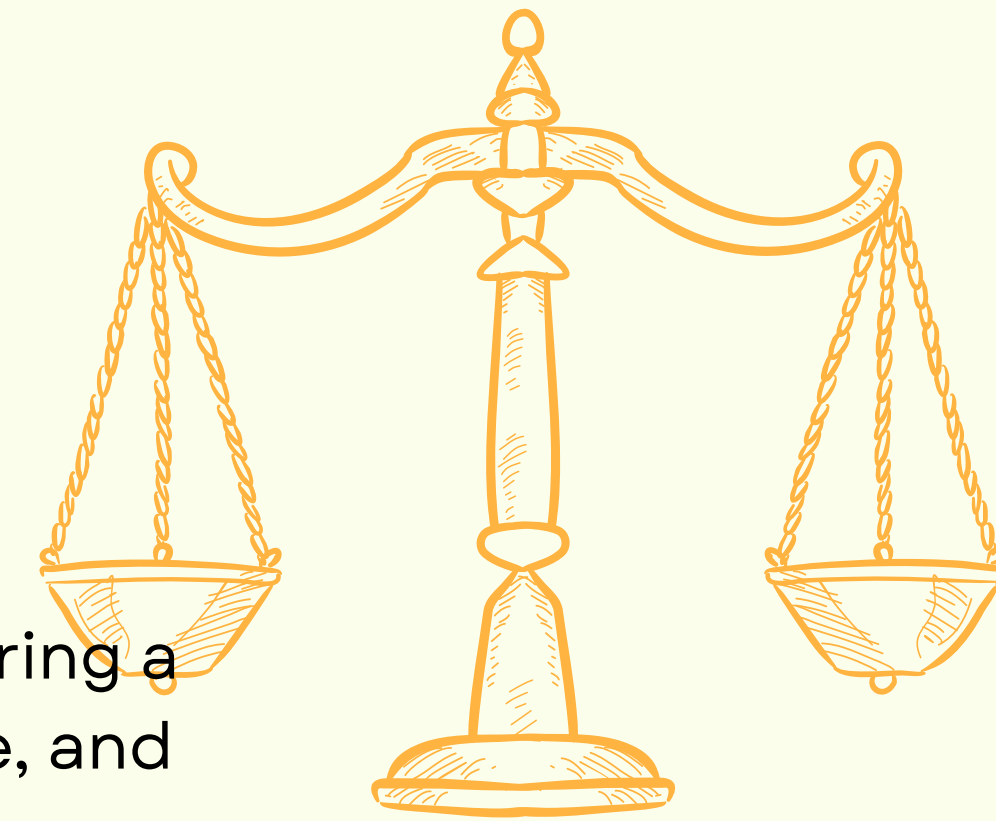


ECONOMIC EMPOWERMENT



- **Comprehensive Skilling Course:** A structured program consisting of 240 instructional hours, focusing on basic English and essential computer operations, including Microsoft Word, Excel, PowerPoint, and typing.
 - **Soft Skills Development:** Training in effective communication, interview preparation, and resume writing.
 - **Placement Assistance:** Participants receive updates on job vacancies, including details about the nature of work and job descriptions. They are thoroughly prepared for interviews and receive support throughout the selection and recruitment process. Each batch enjoys a placement rate of 70-80%, with an average salary ranging from 8,000 to 15,000 INR.
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COMMUNITY LEADERSHIP



Community leadership plays a crucial role in empowering women by offering a platform for their active involvement in decision-making, policy influence, and social transformation.

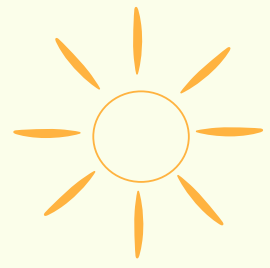
- By stepping into leadership positions within their communities, women can:
 - Challenge traditional gender norms
 - Serve as inspiring role models
 - Motivate others to seek leadership opportunities

This engagement not only boosts confidence but also nurtures a sense of agency, allowing women to more effectively tackle important issues such as:

- Choosing to continue education
- Decision about their marriage
- Access better career opportunities

Additionally, community leadership fosters collaboration and solidarity among women, amplifying their voices and ensuring that their concerns and ideas are acknowledged and acted upon.





YOUNG WOMEN AS COMMUNITY LEADERS- STIRRING CHANGE



- 35 girls were identified from a pool of 50 volunteers to work as fellows. These fellows were then trained to become community leaders where they worked in a focussed manner across 6 blocks of Trilokpuri.
- The fellows worked in schools, ICDS centres and also in the community bringing about concrete changes
- They helped set up camps to facilitate school admission for both EWS and Government schools
- The fellows also individually worked to facilitate access of people to different government entitlements.
- The fellows helped several women in the community to address gender based violence and abuse
- This engagement also helped in stirring significant change within the girls themselves.

THE CHANGE THAT FELLOWS BROUGHT



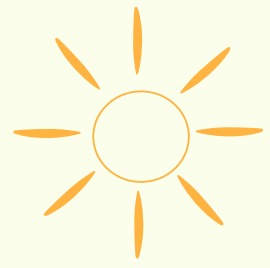
- The fellows conducted surveys of out of school children and identified 96 children who were then enrolled back to school by JOSH team
- 20 fellows took classes for a period of 3 months under Vidhanjali
- Last year a total of 234 people were assisted with their Aadhar cards by the fellows
- 110 bank accounts were opened with help from the fellows
- 147 e-shram cards were prepared, 206 sukanya accounts opened.
- Fellows helped in facilitating 175 pensions
- They also held mass campaign on Swachh Trilokpuri Campaign, to create awareness also spark off behaviour change amongst residents towards waste management
- The fellows also successfully ran a campaign against early marriage where they created awareness and performed nukkad natak to speak about the grave problems of early marriage

ACCESSING REDRESSAL TO GENDER BASED VIOLENCE

Access to redress for gender-based violence are vital for a fair society. Effective and accessible redressal mechanisms empower victims and hold perpetrators accountable.

- This year we at JOSH, were able to provide assistance and counselling to 156 cases
- We have continued to hold legal rights training and sessions for young women across all programs
- We also continue to hold sessions and dialogues with young men in the community to ensure that understanding of gender based discrimination and violence. A total of 950 male were directly reached through meetings and sessions in the last one year





PLAN FOR 2026- 2027



- Continue to work with girls who have dropped out and bring them back to school
- Build employability skills of young women to ensure better transition into workforce
- Continue to identify and build leadership of young women to ensure more focussed work with communities in the six blocks identified to ensure larger reach out and greater access of people to social security entitlements and benefits
- Continue to provide access to redressal to survivors of domestic abuse and violence

CLASS IN SESSION



WORKSHOP IN PROGRESS



SESSION ON SEXUAL AND REPRODUCTIVE RIGHTS



FIELD OUT REACH



FIELD OUT REACH THROUGH SURVEYS AND DIALOGUE



CASE STUDY



Rubina, a 32-year-old woman, had her education cut short after Class 9 due to family pressure and an early marriage. Her life revolved around household duties until she visited JOSH with her sister-in-law to apply for an Aadhaar card. There, she learned about educational opportunities for school dropouts and enrolled to complete her Class 10 education.

Her engagement with JOSH led her to the community leadership programme, where she was selected as one of 35 participants. Over a year, Rubina participated in life-skills and capacity-building training on mental health, community engagement, and rights education, significantly boosting her self-confidence and communication skills.

After training, Rubina took on responsibilities like Anganwadi visits and community mobilization, completed her Class 10, and advanced to Class 12 studies. She also enrolled in a Bachelor of Social Work (BSW) course. Now a confident homemaker and mother of three daughters, Rubina champions education and aspires to a career in the social sector, aiming to be a leader in her family and community. Her journey reflects perseverance and transformation through support and education. During her work as a fellow, Rubina worked in block number 19 of Trilokpuri. **Here along with the group led interventions, she was instrumental in facilitating admission of 5 children to the ICDS centre and 2 children to the MCD school. She made home visits to convince parents to send their children to the nearby ICDS centre and also helped parents to with documents required for the school admission.**

CASE STUDY



Muneja, a 27-year-old transgender woman from a slum community in Jawahar Mohalla, Delhi, embarked on a transformative journey that changed her life and the lives of many around her. Coming from an economically disadvantaged background, she initially taught young children, striving to advance in life despite limited opportunities. Her turning point came three years ago when she discovered the JOSH community leadership program. Driven by a desire to uplift her community and create better opportunities, she eagerly joined the program.

Throughout her fellowship, Muneja displayed unwavering dedication and sincerity, taking on every responsibility with enthusiasm. Her efforts had a profound impact on her community; **she facilitated the registration of approximately 58 e-Shram cards and helped fill 42 EWS forms, leading to 10 children securing school admissions. She also contributed to the Vidyanjali program by teaching students and assisted in correcting 82 Aadhaar cards and 66 PAN cards, thereby enabling community members to access crucial government services.**

Muneja's journey through the program not only fostered social change but also spurred her personal growth. She gained confidence, honed her event management and public speaking skills, and overcame her hesitations. During this time, she also completed her Master's degree in Hindi Literature.

Today, Muneja thrives as a "Jan Saathi Facilitator" at another organization, where she excels in her role. Her story is a testament to how the right support, opportunities, and determination can lead to remarkable personal transformation and community success.

CASE STUDY



Mantasha, from a financially vulnerable family, faced numerous challenges in continuing her education due to limited resources and lack of guidance. Despite her family's initial reluctance, the Josh team recognized her potential and enrolled her in their skilling program.

Mantasha received comprehensive support, including academic guidance, computer education, and practical skills training. This holistic approach not only enhanced her technical knowledge but also boosted her confidence and decision-making abilities.

With newfound skills and confidence, Mantasha secured a job in Reliance Digital at Logix Mall, Noida, gaining financial independence and supporting her family. Her remarkable transformation highlights how timely educational support and skill development can empower individuals from challenging backgrounds to succeed.

Today, Mantasha embodies resilience and determination, showcasing the profound impact of guidance and opportunity on personal growth and success.

CASE STUDY



Divyanshi's inspiring journey is a shining success story of JOSH's skilling program. Living in a small slum in Trilok Puri, she faced a life constrained by male-dominated decisions, household burdens, and a family that dismissed her educational aspirations. Her voice was often silenced, and her dreams seemed out of reach. Despite constant opposition and emotional stress, Divyanshi held onto her desire for a better future.

JOSH intervened with unwavering dedication, counseling her family and securing their reluctant permission for her education. Through JOSH's program, Divyanshi not only received academic aid but also learned essential skills like computer literacy and English. Confidence-building activities helped her reclaim her self-worth, and continuous mentoring provided the emotional support she desperately needed.

The transformation was remarkable. Divyanshi blossomed into a confident and hopeful young woman, breaking free from years of suppression. Today, she works at RAP Infosystem Pvt. Ltd as a sales executive, which is a testament to her resilience and the program's impact. Her family, witnessing her success, now stands by her, recognizing the power of education and empowerment. Divyanshi's story exemplifies how perseverance and belief in potential can challenge oppression and pave the way for a dignified, empowered life.

CASE STUDY



Swati, a determined 23-year-old, came to our center seeking support to address the escalating domestic strife with her husband. Having married Naushad three years ago, Swati began encountering serious issues mere months into their marriage. Naushad not only subjected her to physical abuse but also engaged in an extramarital affair with a woman from Trilokpuri's block 27. Every attempt Swati made to discuss the affair with Naushad was met with violence. Recognizing the work of JOSH in advocating for gender justice, Swati reached out to us in March for assistance.

Upon registering her complaint, the JOSH team summoned Naushad for intensive counselling sessions. He was made aware of Swati's legal rights and the severe repercussions he would face if his abusive behavior persisted. Multiple counseling sessions ensued, with Naushad's parents also involved, where they were warned about the grave consequences of his actions.

This intervention has been transformative. Naushad ceased his abusive behavior and began treating Swati with the respect she deserves. Our latest follow-up confirms that Swati is thriving and living harmoniously with her husband and family, a testament to the power of informed advocacy and support.

THANK YOU!