

2021-22

ANNUAL REPORT



Azad
Foundation



AZAD FOUNDATION
**ANNUAL
REPORT**
2021-22

DEAR FRIENDS

We are writing our annual report at a time when the world is being defined as BANI - brittle, anxious, non-linear and incomprehensible. The pandemic, Ukraine-Russia war, deepening economic recession, increasing influence of a right wing across the globe and depleting spaces for human rights work, undoing of gains made in women's rights – all of these indeed make it a very BANI world. Yet, as they say the lamp shines brightest when the night is dark. It is with this understanding of reality and a resolve to shine our brightest that we present this annual report to you.

Whatever the crisis be – natural or manmade, it always pushes the underprivileged people towards more distress, aggravating further the structural inequalities. Amongst them, women and persons from LGBTQIA+, Dalit and religious minority communities have been at the receiving ends of all hardship. Women labor force participation rate (WLFPR) has declined to 9.4% according to the data from Centre for Monitoring Indian Economy, December 2021, domestic violence has been increased 3 times according to the data released by National Commission for Women (NCW) and India accounts for one-third of the global child marriages which is estimated to increase by 13 million due to the pandemic, according to data by UNICEF.*

Azad's work addresses the structural barriers that prevent women from joining the work force. We understand, deprivation from remunerative skill and subsequent job is a consequence of the situation and position of the women in a society dominated by Brahminical Patriarchy. Our experience as well as various researches shows that women can't join full-time job outside home due to mobility restrictions, violence at home and public places and huge pressure of unpaid care work. These challenges got aggravated over the last two years as markets shrunk, women were the first to lose their jobs and the last to get those back; unpaid care work burden increased

significantly for women as work from home became the norm and care for sick and ailing had to be taken at home; and the shadow pandemic of domestic violence loomed large. We may not be in a lockdown anymore and the economy may seem to be reviving itself, but our experience on the ground tells us that families and communities that have been pushed further into distress will take years to recover leading to intergenerational impact. It is sad to note, that as a nation, we don't have a clear roadmap on building back better post Covid.

Azad has, like many other civil society organizations, tried to keep its head above waters and continues to stand in solidarity with the marginalized women. Some of our key strategic interventions were:

1. Deepen our efforts at building a gender-just ecosystem through collectivization of our community leaders across programmes (women, men and adolescent leaders) and enhance their capacity to combat gender-based violence in the area of prevention and redressal, support marginalized women to access citizenship documents and social security facilities, facilitate availability of women-friendly infrastructures (such as, day-care centre for children, clean washrooms, dustbins, tap water facilities). Apart from these we also continued to engage with men and boys to ensure their participation in unpaid care work and to stop Gender Based Violence (GBV). We were able to reach out to 21956 people in the communities.
2. Responding to changing market dynamics we built further a new vertical on two-wheelers training to prepare women to join E-commerce industry as delivery executives to address their immediate economic need. A total of 108 women were placed over the year, earning a cumulative income of INR 14 Million+.

* United Nations International Children's Emergency Fund

** United Nations

*** Sustainable Development Goals

3. Given a better and expanding infrastructure for e-vehicles, we have as well taken small steps to migrate towards a more environment friendly mode of transport. E-vehicle have been introduced in training as well as in the commercial operations of our partner Sakha. There are still challenges in easy access to charging infrastructure in the cities where we work.
4. Over the last year, we continued to engage with evidence based research that stems from our experience on the ground. Two research studies were undertaken – one, undertaken in collaboration with Zubaan to explore interconnection between GBV and women's workforce participation, and two, supported by RiseUp that led to engagement with Delhi Transport Corporation (DTC) and was instrumental in influencing the Delhi State Government to revise their rules to include women in the job of bus drivers.
5. We remained active in our participation in campaigns and networking at local, national and global forums on inclusion of women in Non-traditional livelihoods. Locally, we organized community level campaigns during OBR or 16 days' activism against violence on women and girls, co-leading Non-Traditional Livelihoods (NTL) Network at national level and through engaging with UN** mechanisms and SDG*** processes globally.

Our processes were flexible and as a resilient organization we adopted new procedures of work during lockdowns, such as, pick-up and drop services for trainees, using blended curriculum in training, internet support to the trainees so that they stay connected, using Google forms to understand socio-economic situation of the communities, connecting with the psychosocial counseling and legal services whenever community women or anyone from our team needed the same. The Delta wave tested us, like everyone around us. We are grateful to have been able to stand in solidarity with each other and get on the other side. We mourn collectively the loss of several leaders, workers and activists of the civil society sector – their loss can never be compensated.

In October 2021, Azad launched Kamla Bhasin Award – Driving the World Towards Gender Equality, in memory of Kamla - our dear friend, feisty activist, and an inspiring leader of the women's movement globally. The award has reached out to sheroes and heroes on the ground in all South Asian countries and we look forward to the first award ceremony in November 2022.

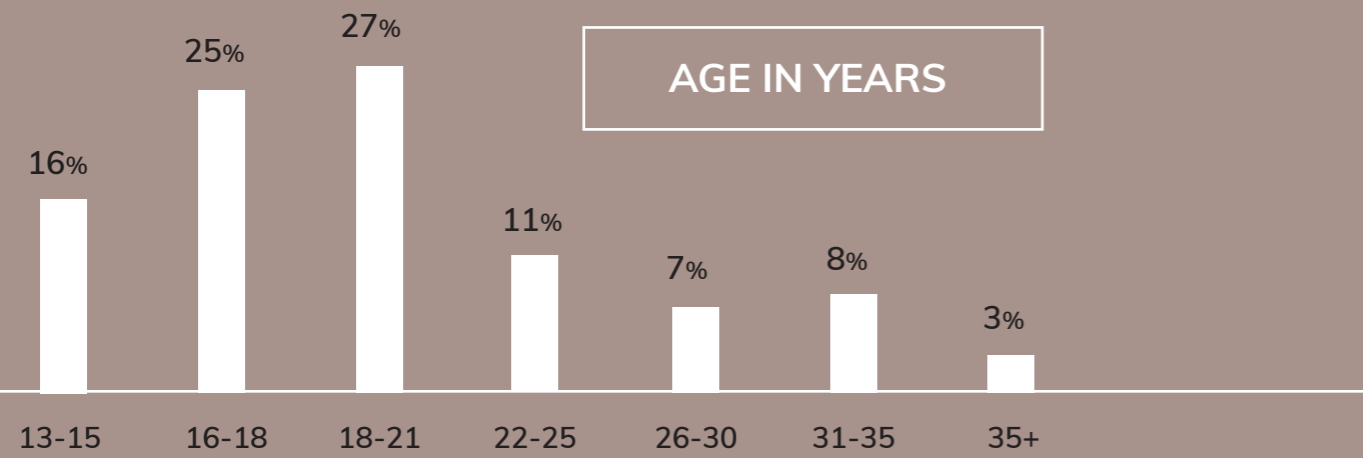
In 2021-22 a phenomenal shift has been made in Azad's leadership structure, that entails handing over leadership by the founder to a National Leadership Team. We have continued to nurture and support this transition through a thoughtfully crafted organisation development process. According to our friend, the feminist activist-writer Hope Chigudu, "This means immense individual and organisational change. I swear. It demands a fundamental shift of mind, resources, and energy! It also requires courage, humility, re-alignment of heart, mind, body and soul."

We could not have undertaken all this without immense support from our donor partners who have stayed the course with us. We are grateful to have a Board that works as our lighthouse, holding us accountable and holding itself accountable to ensure best governance practices. We thank innumerable individuals and friends who have reposed faith in our work and supported us in myriad ways. We are grateful for the solidarity and partnership of the communities with whom we work. The trust that we have built mutually is the foundation of all our efforts. And last but not the least, the team of Azad – you rock!!! You rise up to every challenge and you build yourself as you build the organisation.

With this happy note, we invite you to read our annual report of 2021-22!

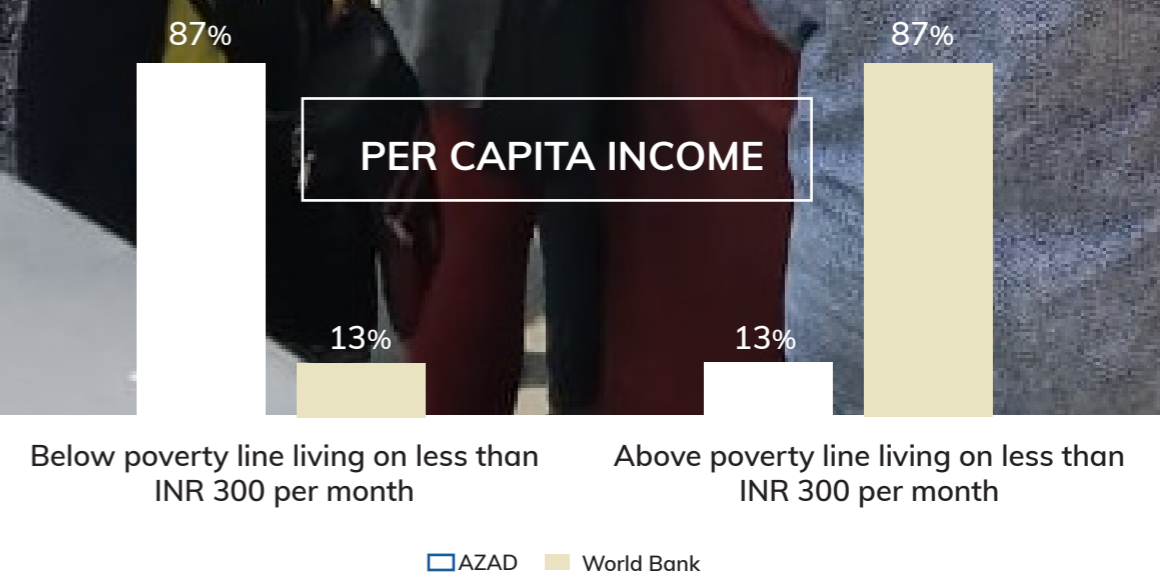
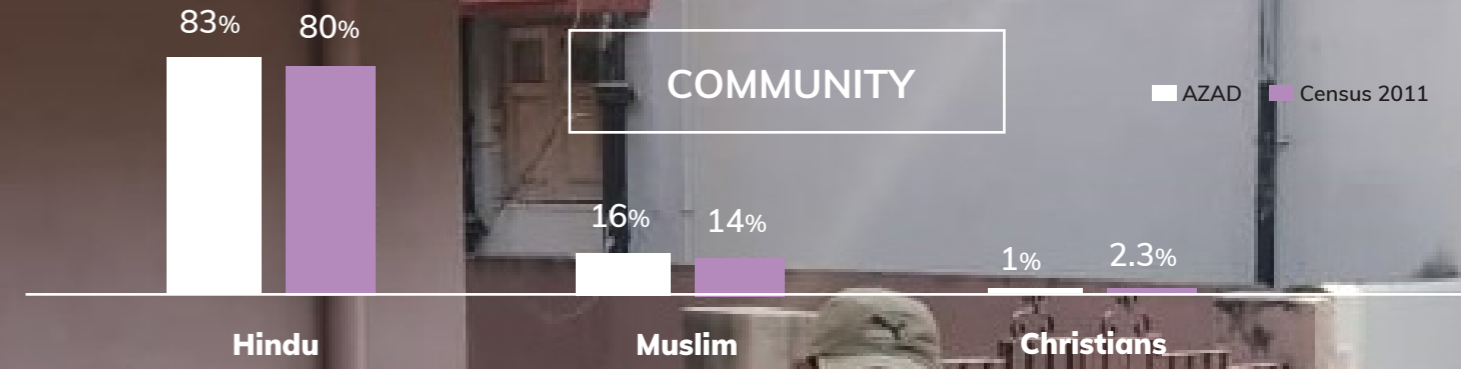
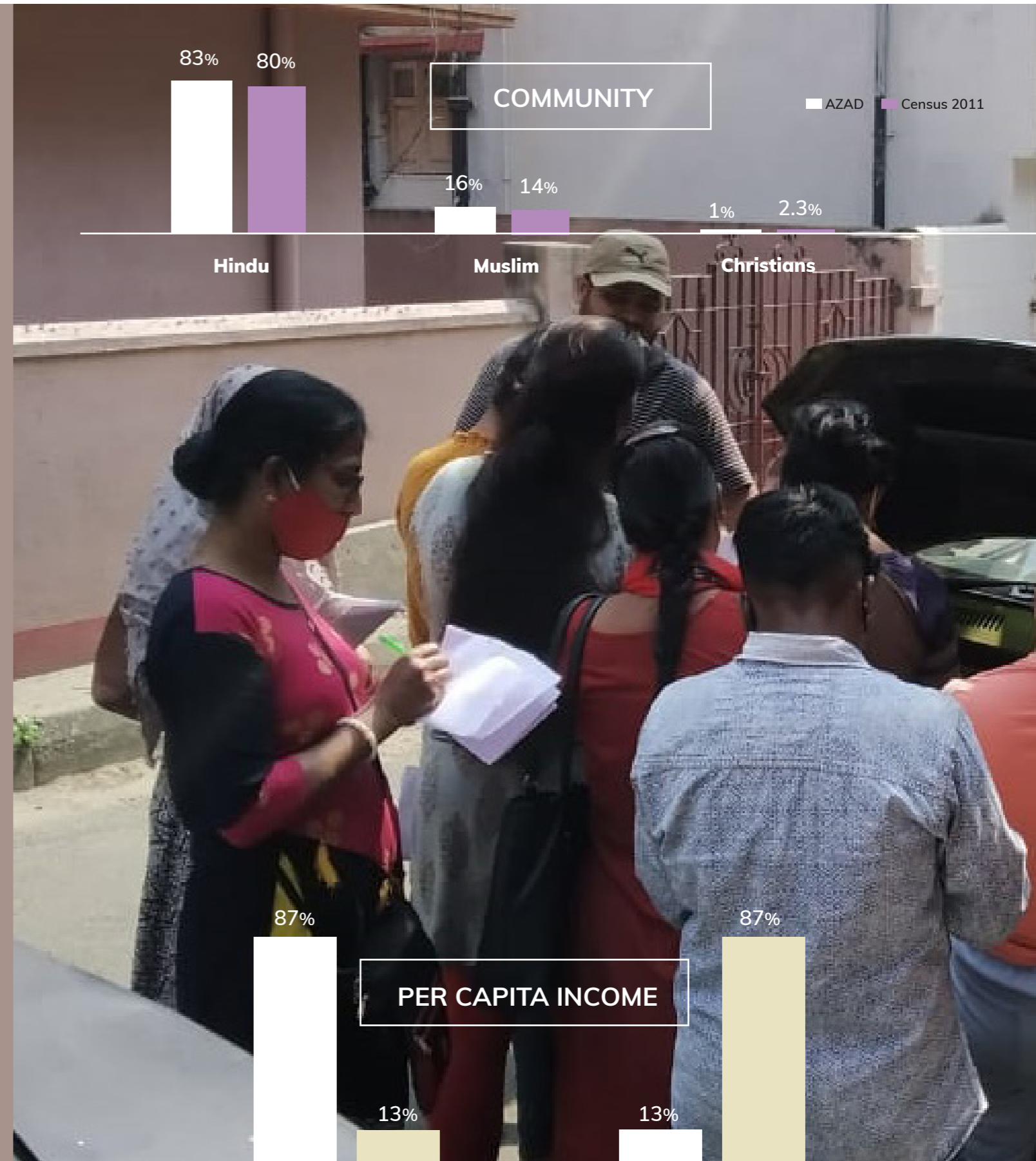
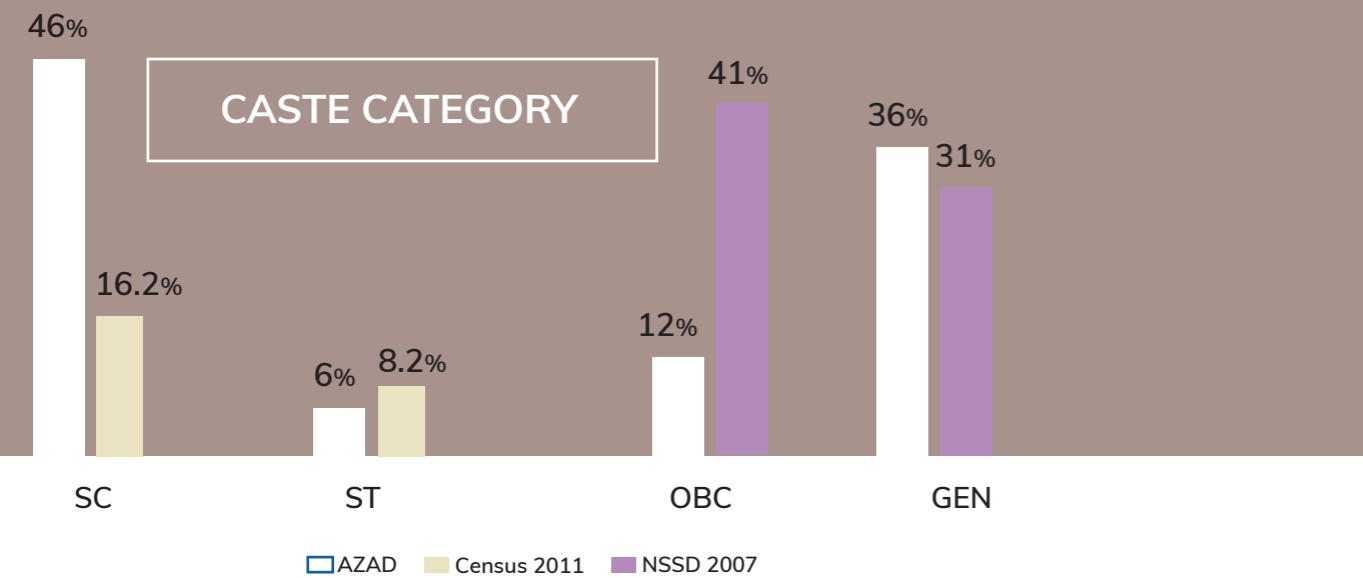
Much regards and love,
Anita, Dolon & Shrinivas

Profile of all community leaders and trainees in Women with Wheels Program



WHO ARE THE PEOPLE WE WORK WITH?

Azad works with marginalised women across all intersections of gender, class, caste, religion, and sexual identities in Delhi, Jaipur, Kolkata and Chennai directly and with partners in Indore, Ahmedabad, Bhubaneswar and Lucknow.

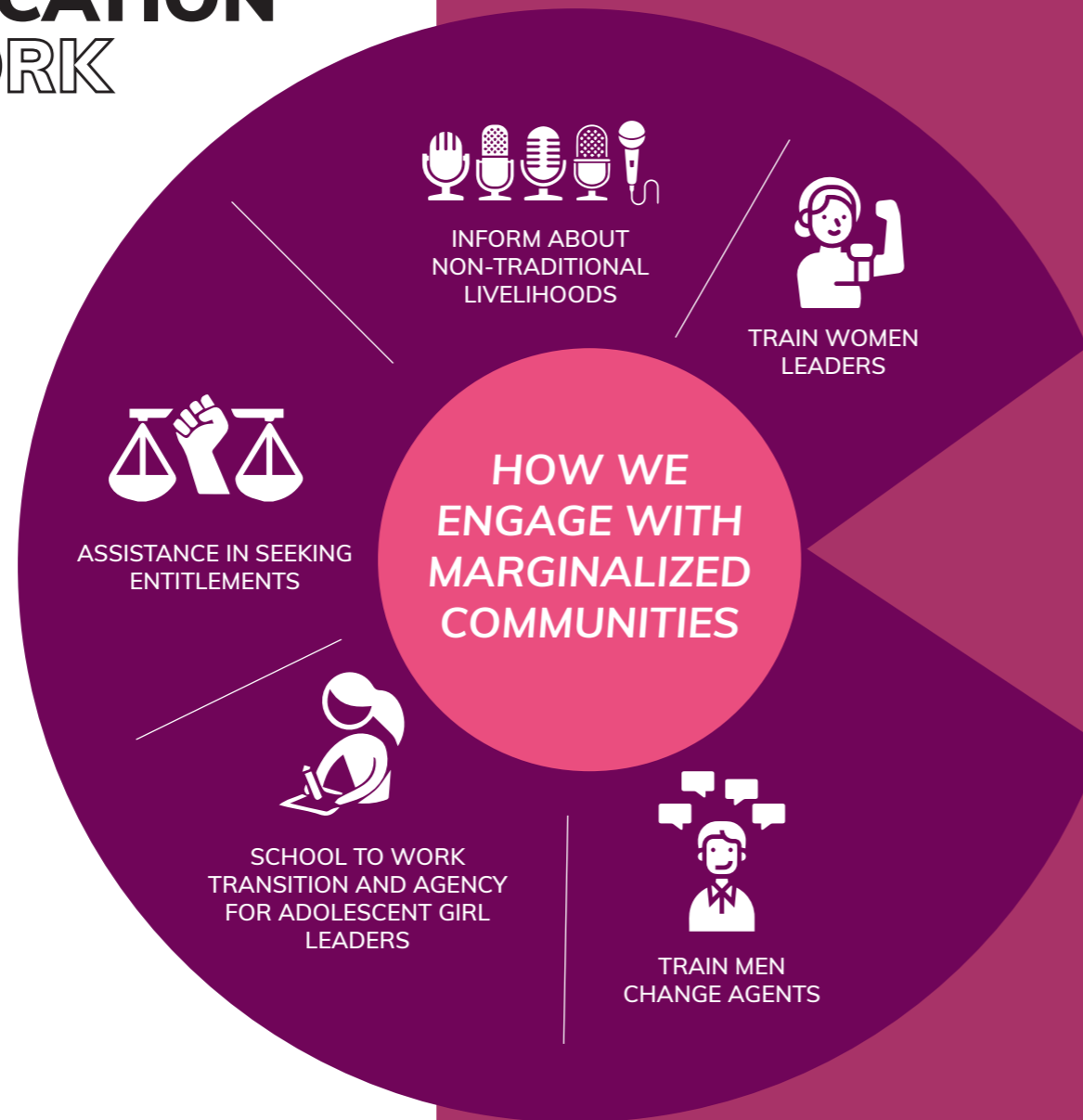


building an ecosystem of support

OUR APPROACH

THE GENDER JUST SKILL EDUCATION FRAMEWORK

Ensuring right to access GJSE for marginalised women involves **ENGAGEMENT** at individual, family and community level. Our intensive mobilization ensures women have access to information on non-traditional livelihoods. We also train women community leaders who assist women and men get entitlements, negotiate their mobility and right to life with dignity. We understand that social norms are ingrained at an impressionable age, hence our work with young adolescent girls helps to open avenues in NTL, builds their agency to negotiate higher education / skill training, menstrual hygiene and early marriage. We also work with adolescent boys and young men exploring alternative notions of masculinity and nurturing change agents who raise their voices with women against gender based violence and participate in unpaid care work. These change agents together facilitate a gender-just ecosystem to support women to access skill training and livelihoods with dignity.



213

WOMEN, YOUNG MEN & BOYS and ADOLESCENT GIRLS trained as change agents to create a gender-just ecosystem and enable women's access to skill training and livelihoods with dignity

421

WOMEN gained access to a transformative skill-building program through enrolment in our Women with Wheels four-wheeler and two-wheeler training program

1150

ADOLESCENT GIRLS and men & boys received information and awareness on negotiation skills for higher education, marriage, menstrual hygiene, skill training and unpaid care work and challenging heterosexual norms of masculinity across Delhi, Jaipur and Kolkata



21956

WOMEN are aware and have the information to access training for livelihoods with dignity in NTL*, combating GBV,** negotiating unpaid care work and increasing autonomy to exercise their choices through our direct interventions across 229 Bastis in Delhi, Jaipur, Kolkata and Chennai

2979

WOMEN claimed their right to citizenship by accessing citizenship documents and social security schemes

* Non-Traditional Livelihoods
**Gender Based Violence



No one had taught us these things before and I experienced a significant change and confidence in my life. My parents have also changed and supported my decision to join a technical course. I encouraged another girl to get an admission in ITI and feel truly overjoyed by this.

NEHA, pursuing an ITI course in Jaipur

Neha



TWO SISTERS CHASING THEIR DREAMS THE NON-TRADITIONAL WAY

How Azad Kishori leader Neha chose a non-traditional career with Industrial Technical Institute ITI, and motivated her sister to join the Women with Wheels Program

Neha lives in Jaipur with her parents and 8 siblings, 7 sisters and a brother. She is currently pursuing an ITI course. Neha joined the Azad Kishori Program when she was studying in Class 9. Undergoing a comprehensive training program, Neha learnt about different subjects like gender, harassment and discrimination. "No one had taught us these things before and I experienced a significant change and confidence in my life. My parents have also changed and supported my decision

Maya

ENSURING RIGHT TO ACCESS GJSE

GLIMPSES OF OUR PROGRAMS

to join a technical course. I encouraged another girl to get an admission in ITI and feel truly overjoyed by this," Neha shares. "Two of my sisters were married early after studying only till 5th standard, but now I want them all to fulfill their dreams," adds Neha. Neha's sister Maya had to discontinue her studies on account of her ill-health and was afraid to even go out of the house. Neha was keen that Maya joins Azad's skill training program Women with Wheels and encouraged her with support from Azad mobiliser Ms. Shakuntala during a 'kishori adda' (peer-group) meeting. Maya joined two-wheeler training in 2020. Neha says, "My family was worried that going out for training and self-defense or other classes would further deteriorate Maya's health but encouragement from Azad helped'. The family's financial situation was also impacted during COVID and they had to take a loan. Maya and Neha's dream to work hard, get educated and provide for their family was reinforced during this time. Maya says "My fellow trainees and instructors were very supportive during the 3-month training course, which significantly improved my health and I felt that I am also capable of doing something". Maya started her first job with an e-commerce company in January 2022 and is also completing Class 10 through Open Schooling. She says, "Today, I am not the same Maya who spent her days lying in bed. My family and neighbors don't see me as someone weak.". Challenges continue in the lives of the sisters. "My brother-in-law provokes my father to marry us off early and not educate us," Maya shares. But their parents remain unaffected by such incidents, and they are grateful to Azad's support for this.



Kishori leaders learning about menstrual health



A Kishori Adda (peer group) meeting underway in Jaipur



The program has been scaled up from Jaipur in 2016 to Kolkata and Delhi centres of Azad in 2021

OF THE 58 LEADERS UNDERGOING TRAINING IN JAIPUR FOR THE LAST 3 YEARS

AZAD KISHORI* (AK) PROGRAM

Working with Adolescent Girl leaders from class 9th-12th who create peer groups in their communities, the Azad Kishori Program helps them gain agency to achieve their dreams, push marriage, challenge menstrual taboos and choose non-traditional skills.

85 Azad Kishori leaders are undergoing training in Jaipur, Delhi and Kolkata on leadership and higher education, negotiation on gender based violence, mental wellbeing, menstrual health, and self-defense.

Engagement with parents of leaders through 1744 meetings, home visit and phone calls.

*Kishori is a Hindi word for 'adolescent'



Kishori leaders in Kolkata attending a session on gender



AK mentoring



Home visit of a kishori leader in Kolkata

48% leaders have shown agency and taken action in delaying marriage, challenged menstruation myths, raised voice against Gender Based Violence and even negotiated with male members in their family to share domestic work

These leaders have reached out to 750 peer members with awareness and support to increase their autonomy and exercise their choices in terms of marriage, education, reproductive rights and skill training



Advanced Leadership training with kishori leaders in Jaipur

55% kishoris got admission in Industrial Technical Institutes, ITI



A meeting with parents of Kishori leaders in Delhi



My 14-year-old son had started behaving very rudely with me and my daughter. He believed that his honour would be compromised if we wore jeans or stayed out late for work. I spoke with the MGJ team in Delhi who invited him for sessions on gender and masculinity. I am so relieved to see a change in his attitude.

SAKHA DRIVER, Delhi

Moin

Wajida



MEN FOR GENDER JUSTICE (MGJ) PROGRAM

Engages with young men and boys in the age-group of 14-20 years from the community with the aim of promoting and building an environment for gender equality, which supports women to adopt non-traditional livelihoods with dignity and men to challenge concepts of toxic masculinity in their lives, participate in unpaid care work and support women to challenge gender-based violence. The program has been implemented in Delhi, Jaipur and Kolkata.



Pakhwada* Session in Delhi

*Fortnightly discussion sessions

Across Delhi, Kolkata and Jaipur, **400 young men and boys** were engaged in the MGJ program of which, **61 men and boys** have undergone transformative capacity building training to create a gender-just ecosystem in their communities



Phase 1 leadership training on Gender, Masculinity and Unpaid Care Work in Kolkata



Refresher Course on GBV, Community Action Work Plan and Challenges held in Delhi



Phase 2 leadership development training in Jaipur

INITIATIVE FOR FOSTERING LEADERSHIP Creating a Cohort of Crusaders for Gender Equality

- a. Azad Foundation launched the Gender Equality & Masculinity (GeM) Course where development practitioners engaging with men and boys for gender equality in communities across India will come together for a 1-year training to develop their capacities, knowledge and skills.
- b. The course aims to prepare a cohort of development practitioners from diverse backgrounds who view gender & masculinity as a significant and indispensable aspect of their work.
- c. The course emphasises participatory learning, the use of small group discussions, role-plays, songs and narratives, grounded in personal experience and reflection enabling participants to achieve change in their own lives and that of others.



20 participants from Jagori, Samaan Society, Ibtada and Azad joined in for conversations on the concepts of gender, human rights, constitution, masculinity, understanding of the system and self and unpaid care work during Phase I of GeM Course conducted in November 2021 in Kesla, Madhya Pradesh.

As part of the Men for Gender Justice program, Azad foundation takes pride in presenting the following comic books that serve as valuable communicate for the masses.



THESE BOOKS ARE AVAILABLE ONLINE AT



<https://azadfoundation.com/our-programmes/research-and-advocacy/>



51% increase in leaders who challenged normative gender roles

51% increase in leaders who agreed that even touching, kissing their girlfriend requires her consent

78% have started participating in unpaid care and domestic work like cleaning, 68% make their bed and 49% wash clothes



Engagement with parents of MGJ leaders

*Source- Endline Survey conducted in July 2021 with 360 MGJ participants of Delhi and Jaipur



I was emotionally touched by the daily struggles of women in my neighborhood. Once, I decided to do something for women who wanted to join work for a better lifestyle, the journey ahead became easier.

SUJATA with children at the day-care center opened by Feminist Leaders in Kolkata

Sujata



FEMINIST LEADERSHIP PROGRAM (FLP)

FLP aims to train community leaders and drive sustainable change at the community level. Young women are trained in feminist principles through four phases of training with interphase work over a yearlong capacity building program. This helps transform them into dynamic young leaders who empower other women by creating awareness and leadership on women's rights, helping them claim their rights including access to social security schemes, health, and education infrastructure and support all programs of Azad.



BEYOND COVID Leaders in Kolkata conducting a survey

ENABLING WOMEN'S ACCESS TO WORK

AN FLP LEADER'S STORY

Sujata Haldar, a 32-year-old feminist leader, resides in the slum area of Tiljala in Kolkata. She lost her father who worked as a daily wage labor, at a young age after which her mother worked as domestic help to provide for their family of 3. To ensure that she and her sister could continue with their education, Sujata gave tuitions to children in her locality. She married her partner who was working as a mason at 19 but faced a lot of restrictions from her in-laws.

Sujata joined the Feminist Leadership Program in 2020 and has been actively supporting women in her community to join the Women with Wheels program. While conducting surveys for relief work during COVID, she realised that although ration was a significant immediate support, but women needed jobs to sustain themselves financially. She got to know that women in her locality were unable to join work due to the burden of child care responsibilities and closure of Anganwadis during lockdown.

This gave birth to her idea of opening a day-care facility in her area. So, she set out on her journey and with support from her fellow feminist leaders and Azad team, conducted a needs assessment survey in her community with 20 parents and prepared a tentative budget. In liaison with the West Bengal Child Welfare Committee, local police station and Councillor's Office, the Day Care Centre was inaugurated on 16th November 2021 and is presently running successfully. The leaders attended a 12-day capacity building training organised by Azad and Mobile Crèche on operating the Day Care Centre.



Covid vaccination drive in Kolkata



FLP leaders set up a canopy at Saheli Samanvay Kendra (SSK) in Delhi



Opening day of Day Care Centre in Kolkata

"I was emotionally touched by the daily struggles of women in my neighborhood. Once, I decided to do something for women who wanted to join work for a better lifestyle, the journey ahead became easier," shares Sujata, elated with the success of her project.

Through her journey as a Feminist leader, Sujata has not only learnt to assert her rights in her own family, but also supported more than 10 women survivors of Gender Based Violence in filing their complaints and accessing legal aid.

Sujata has now joined Azad as a mobiliser and is continuing to build a supportive ecosystem, opening new doors of opportunities for women.

67 FEMINIST LEADERS ACROSS KOLKATA AND DELHI REACHED OUT TO

17% enrolment of Women with Wheels trainees was facilitated by feminist leaders

54 settlements with washrooms & water facilities and health camps for women to build a gender-just infrastructure in these communities

1255 women with support to obtain citizenship documents and access social security schemes

6029 women were supported with ration, information on health crisis, gender based violence and psychosocial counselling



Leadership Training in Feminist Principles in Delhi



“

I am able to manage my family's expenses on my own now and the fights with my husband have reduced.

Rajakumari

Rights within GJSE in skill programs need to ensure that women can empower themselves, are aware about the choices to lead a more equal and violence free life along with gaining skills. In WWW* TRANSFORMATIVE capacity-building program is built on the principle of Skill++. It includes technical, life-skills and rights based training on gender, legal rights, bodily autonomy, self-defence, and professional communication.

DRIVING THE WHEELS OF CHANGE

Rajakumari lives with her husband and 3 sons in Chennai. Her husband works as a painter. "I used to have a lot of fights with my husband over household expenses. He is an alcoholic and would repeatedly abuse me when I asked him for money or to help out with household work," says Rajakumari.

After working several odd jobs, she learnt to ride 2-Wheeler from Azad and joined as a delivery partner with Dunzo, an e-commerce company. "I am able to manage my family's expenses on my own now and the fights with my husband have reduced," she says. Rajakumari dreams of saving enough money to build a house for her sons one day.

ENSURING RIGHTS WITHIN GJSE

GLIMPSES OF OUR PROGRAMS

*Women with Wheels



WOMEN WITH WHEELS (WWW) PROGRAM

WWW enables young women from resource poor communities to become professional chauffeurs through a transformative rights-based training program encompassing technical driving skills, self-development and empowerment. We aim to create mobility, remunerative income, as well as a sense of confidence and identity for the women 'behind the wheel'. For this to happen, women are supported during their training to challenge norms and access their right to mobility, violence free lives as well as right to access skills for decent jobs.

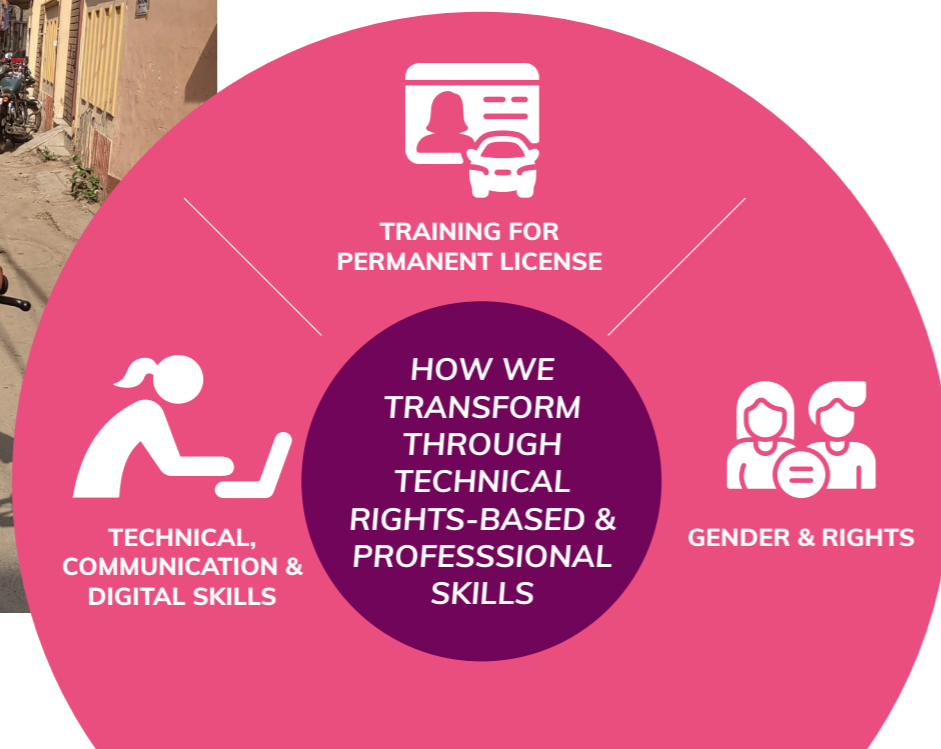


FAMILY OF WOMEN DRIVERS!

Ganga joined the Women with Wheels four wheeler training in Jaipur. Married at an early age, she was divorced by her husband when she gave birth to 2 daughters. She used to work odd jobs while struggling to raise her daughters alone. The training was a turning point in her life when she gained the skills to become a professional driver and decided to buy her own car. But this journey was not easy, Ganga could not take a loan since she had no guarantor. With support from Azad and one of her previous employers, she managed to buy a car on loan and started working as a cab driver.

Ganga knew that the road ahead would be challenging. "When I went for my first ride, it took me an hour to reach the pick-up point and the customer cancelled the booking. I came home crying in despair, thinking that I would not be able to continue," she says. But months of training at Azad had given her the confidence to fall back on her feet and with experience she started earning well, some weeks even touching a 25,000 income mark. She has been able to generate assets like TV, water heater, 2 cars and her own house.

Ganga's accomplishments inspired her sister Kanchan to join the training and go on to buy her own car and become a cab driver. Both the sisters are now successfully driving change in their lives.



ACHIEVEMENTS

217 WOMEN gained EMPLOYABILITY SKILLS* across 4 cities

108

WOMEN were placed as professional drivers and riders through Sakha and other partners in e-commerce and transport across locations

e-vehicles

were introduced as a step towards environmental sustainability and training was provided across locations

*Women who received their permanent license and have attended their transformative trainings



Azad gave me the confidence to communicate effectively at my workplace and let my voice be heard!

Aditya's family depended on their father's small garment business in Kolkata for sustenance. She was forced to discontinue her studies after 10th and work odd jobs. Hearing about Azad instantly sparked her interest and she left her low-paying job to join the WWW training. But the pandemic had other plans. Her training was suspended and her father's shop was closed down, adversely impacting their only source of income. She was being pressurised by her family to get married. But with her negotiation skills, she was able to push her marriage.

In dire need of earnings, she re-joined the 2-wheeler training regularly attending classes on legal rights, self-defence, communication and GPS navigation and started working with Flipkart at Rs. 11,000 salary. Aditya's ambition is to climb up the ladder in her professional life with hard work and pay back her family's debt.

HOW TRAINEES IN WWW LEARNT TO DRIVE CHANGE IN THEIR LIVES

Sapna's Story

DREAMS DO COME TRUE

Sapna's husband was an alcoholic and would abuse her mentally and physically and she was repeatedly pressurised by her in-laws for dowry. One day, her husband tried to abuse her daughter and she decided to walk out of her marriage.

Suffering extreme abuse at the hands of her in-laws did not deter Sapna's spirit to stand on her own feet. In April 2021, she joined the WWW training, breaking the confines of her marital home. Adamant to give a good future to her daughter, she got separated from her husband in 2022, after months of legal battle.



After completing her training, Sapna and 2 other trainees were placed through Sakha for a job as a Waste Management Truck Driver in Municipal Corporation of Delhi (MCD). "The staff at our new office is very supportive. They don't shy away from carefully guiding us through confusing and narrow roads till we learn the route," she shares. Sapna aspires to perform well in her job and give her daughter the life she deserves.



24%
WOMEN increased mobility by commuting independently in public transport, and to newer places, at any time of the day

12%
WOMEN spoke out against violence on self and others, in public and domestic spaces

26%
WOMEN gained control over their life by increasing decision-making and negotiation skills in public and private life

16%
WOMEN joined in larger community through campaigns and other social work such as One Billion Rising and International Women's Day campaigns

**based on data from 443 trainees who attended the Badlav Ka Safarnama (Journey of Change) sessions across locations*

WORKING IN PARTNERSHIPS

Working in Partnerships is one of Azad's core principles. We have been joining forces with like-minded organizations with the belief that it is only through collaboration and building on each other's capacities and strength that we can achieve tangible change. This strategic solidarity helps expand the vision of women in decent jobs within transport beyond Azad.

Partnership continued in 2021 with knowledge sharing on Women with Wheels opportunities and support in resource mobilization:



Samaan

70% of the drivers who lost their jobs during the second wave of the pandemic have got new or previous jobs again. WWW program resumed and Azad's knowledge sharing led to plan to expand WWW to two-wheeler training.



CYSD

A refresher program for WWW trainees was organized. 12 trainees were placed with Municipal Corporation driving Waste Management Vehicles.

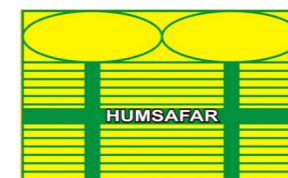


Janvikas

Two-wheeler program started with batch of 15 trainees of which 9 have gained Permanent License and 5 employed in BlueDart and Amazon. Placements of four-wheeler drivers were ensured in state transport corporation and school buses.



WE THANK our mobilisation partners in South Kolkata for their continued support. Partners helped to achieve 56% of Kolkata's targeted enrolments.



Humsafar

E-rickshaw driver training has paused for now. Existing drivers have been linked with loans to purchase or for maintenance of E-rickshaw. Most of the drivers have started working again.



Azad-Sakha

More about this partnership in the following pages.

Neelu

Ashi

ENSURING RIGHTS THROUGH GJSE

Rights through GJSE are ensured by access to employment post skill training. Skill education is not enough to enable women to seek EMPLOYMENT, hence Azad, through its strategic partner Sakha, actively promotes opportunities and markets for women in transport and e-commerce as two-wheeler and four-wheeler drivers. Sakha negotiates with the market to include women and support them to sustain in the transport industry.

SETTING HER FOOT IN E-COMMERCE

“No one in my family has completed their education and nobody knows how to drive. Being able to stand out makes me feel great,” Ashi shares.

19-year-old Ashi is a young girl with a lot of dreams in her eyes. She lives with her mother, who is disabled and 2 brothers in Delhi. While her brothers left their studies at a young age to join work, Ashi was adamant to complete her education. She was working as a part time employee at a cosmetic shop to support her family while studying in class 12th.



During COVID, Ashi's family was facing financial distress. To make the situation better, she joined the two-wheeler training program at Azad. "I never used to travel like I do after joining Azad. Travelling alone in the evening used to be terrorizing for me." Ashi says.

With Sakha and Jubilant Bhartia Foundation's collaborative initiative, Ashi was able to get her own e-scooter and landed her first job as a delivery partner with an e-commerce company soon after. She encountered people who were doubtful of her capabilities. "On my first day at the job, people couldn't believe that a girl would be delivering their packages. But, I was able to prove them wrong and they really liked my work." Ashi exclaims.

Looking into the future, she wants to keep advancing in the transport industry and complete her graduation.

TAKING STEPS TOWARDS INCLUSION OF WOMEN IN THE EMERGING GREEN ECONOMY



Enabling Women to Build Assets to Enter New Markets

Sakha riders in Delhi and Jaipur were empowered with new assets- E-Scooters by the Jubilant Bhartia Foundation (JBF), Small Industries Development Bank of India (SIDBI) and Big Basket facilitating their employment.



Silver Award WTM (World Travel Market)



108 WOMEN were placed as professional drivers and riders through Sakha and other partners in e-commerce and transport across locations

78 WOMEN placed in e-commerce across Delhi, Jaipur and Kolkata

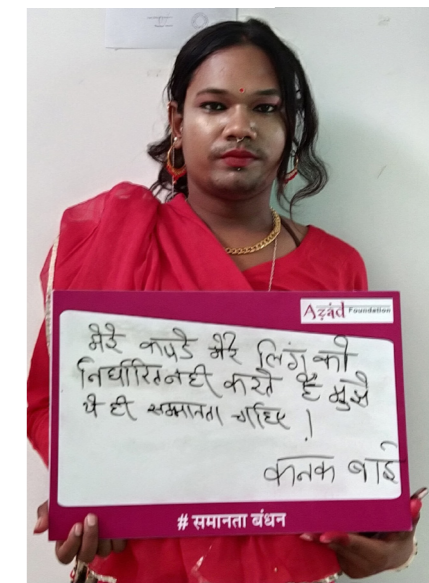


CLAIMING RIGHTS

THROUGH REGIONAL AND GLOBAL CAMPAIGNS

In a situation of rising inequalities and decreasing participation of women in the workforce, gender disparity in work continues to persist. Azad community leaders together addressed the issue of gender inequality and violence against women in the community by engaging in One Billion Rising (OBR), 16 days of Activism, International Women's Day and other regional campaigns across Delhi, Jaipur, Kolkata & Chennai by singing and dancing to revolutionary songs, slogan raising, Street plays, pledge and rallies against GBV and, awareness rallies.

International Women's Day rally in collaboration with women's rights networks and queer organizations, on empowerment of diverse women and girls and gender-minorities in Kolkata



TIES OF EQUALITY
#SamantaBandhan Campaign

601 persons across locations took the pledge of EQUALITY, NOT 'PROTECTION' in the campaign organised every year during the festival of Raksha Bandhan.



1050+ Community members, driving trainees, feminist and youth leaders participated in One Billion Rising (OBR) events across Delhi, Jaipur, Kolkata and Chennai.

CAMPAIGN FOR BRINGING WOMEN INTO WORKFORCE BY OUR ALUMNI

1425 trainees, women drivers, youth and feminist leaders participated in the alumni gatherings across Delhi, Jaipur and Kolkata on themes of Equality, Gender Justice and Inclusion of Women in the Workforce.



Street play in Delhi on 26th November

Earth Day in Jaipur



Highlighting the importance of Earth Day in Jaipur

Solidarity Beyond Borders



Solidarity street action in support of Afghan Women's Rights on 25th September in Jaipur

Building Sisterhood through 'Sakhi Bandhan'



Promising support to access equal rights

Vaccination Awareness Campaign



#SabkoVaccine addressing the issue of low vaccine uptake in Jaipur and Delhi urban slums



A session on sexuality in Delhi Alumni on 25th March



MGJ leader sharing his experience in Jaipur on 13th March



Panel discussion in Jaipur on 26th November



Event in Kolkata on 9th March



Kolkata workshop on GBV on 26th November



Sakha driver shares her experience in Delhi on 26th November

“

“I used to avoid going out for night duties because of the stares from neighbours and the tradition of Purdah*. But seeing women passengers prefer riding with female drivers, especially during night I realized, if I don't step out at night, how will other women feel safe to go out? That was the first step towards aspiring to become a DTC bus driver,”

Tulsi

ENSURING RIGHTS FROM GJSE

GLIMPSES OF OUR RESEARCH & ADVOCACY

RESEARCH

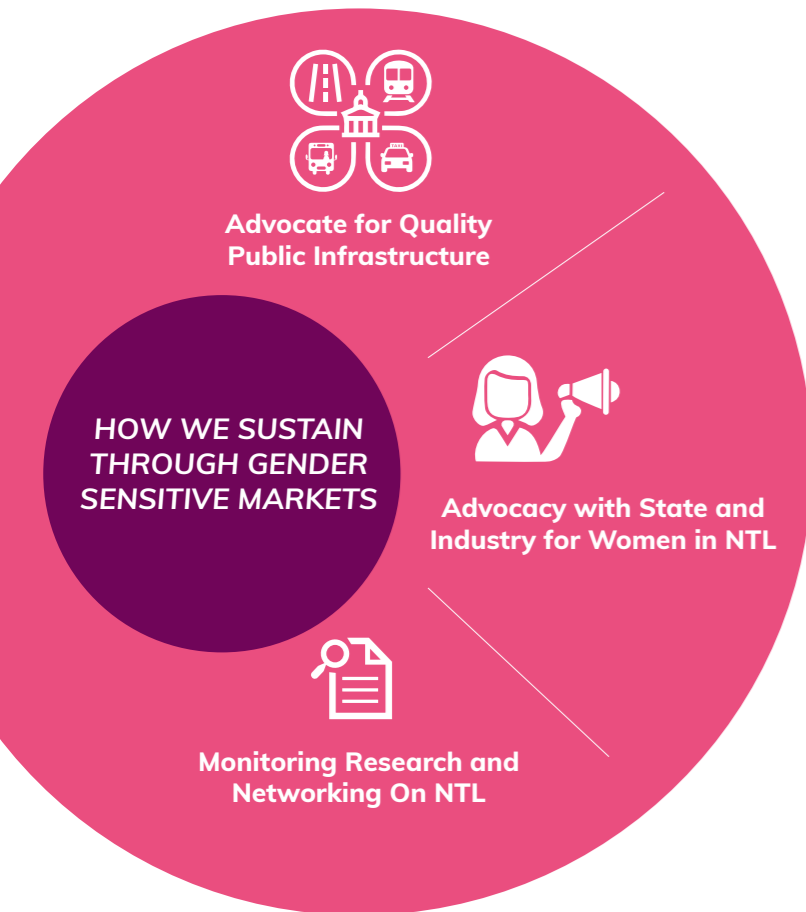
EVIDENCE REVIEW CLAIMING SPACES FOR WOMEN IN PUBLIC TRANSPORT

To support the advocacy on women's entry in public transport in Delhi, Azad conducted an evidence review. This included both secondary information on women drivers globally along with primary data from women drivers in Delhi and bus drivers in Indore, Ahmedabad and a survey of 143 commuters of public transport in Delhi. The recommendations from this study included as an advocacy brief was launched by the Transport minister on 7th March at a panel organised by Azad Foundation in collaboration with Convergence Energy Services Limited (CESL) & the Asian Development Bank (ADB) on 7th March 2022 India International Centre, New Delhi.



The brief 'Claiming Spaces for Women in Transport' was launched by Ms Deepa Ahluwalia (Senior Social Development Officer, ADB), Amrita Gupta & Dolon Ganguly (Azad Foundation), Shri Kailash Gehlot (Minister of Transport, Govt of NCT of Delhi), Mahua Acharya (MD, CEO, CESL) on 7th March 2022.

*Purdah is a social practice in which women cover their head with a veil, especially in front of elders in their families and strangers



Exploring the complex interrelationship between Gender Based Violence and Women's Work

A research study titled 'Exploring the complex interrelationship between Gender Based Violence and Women's Work' was undertaken by Azad. The research used qualitative interviews with survivors, women in NTL and also men and women leaders supporting cases of violence in communities. Some key findings of the research were- Women shared that they started recognizing violence and its forms after entering workspaces. Women entering NTL have to face a backlash as physical or verbal abuse because they challenge gendered norms of work. Women expressed need for support, counselling, peer-groups to help overcome violence at home, which workspaces do not recognize. This research finding will be used for advocacy on violence and its interrelation with women's work.

ONGOING RESEARCH

Research for inclusive transport in Kolkata

Azad is undertaking a gender sensitive review of a state led Gatidhara Scheme (which provides subsidized loans for purchase of vehicles to underprivileged enabling them to access livelihoods in transport industry) in Kolkata for including more women in transport.

The study involved primary Interviews with key officials including Secretary, Transport Director and Head of Gatidhara along with in-depth interviews with 8 Gatidhara beneficiaries to understand the gender disparity in everyday lives, their socio-economic ordeals, and how they are building their agency for economic independence. The report writing and analysis is ongoing. The study will be used for advocacy with state government of West Bengal for including more women in transport.

Independent Impact Evaluation study of Azad's work by Ambedkar University

Azad Foundation and Ambedkar University signed a Memorandum of Understanding for an independent Impact Evaluation of Azad's work between 2016-2021. The impact evaluation will be led by Rukmini Sen, Professor, School of Liberal Studies and Krishna Menon, Professor, School of Human Studies, Dr B R Ambedkar University Delhi. The study is currently ongoing and scheduled to complete in 2022.

ADVOCACY

ADVOCATING WITH STATE FOR WOMEN IN PUBLIC TRANSPORT

Engaging with Delhi Transport Corporation to include women as bus drivers

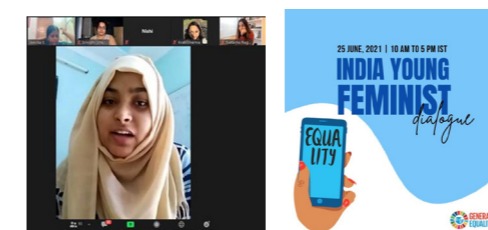
Azad has been engaging with Delhi Transport Corporation to include women as bus drivers since September 2014. The sole female bus driver in Delhi, V. Saritha was inducted in the Delhi Transport Corporation (DTC) in 2015 facilitated by our advocacy. In 2021 Azad renewed its advocacy. Guided by an evidence review and meetings with the Transport Minister, Shri Kailash Gehlot, DTC and the Transport Commissioner, Shri Ashish Kundra the advocacy was successful. On February 11th 2022, the Ministry of Transport announced a reduction in the height criteria (from 159 to 153 cms) for women drivers applying in DTC and government subsidy for free heavy motor vehicle training of women.

#DelhiRidesWithHer



As part of our advocacy with Delhi Government- Between 7th Feb and 7th March, Azad Foundation launched a campaign #DelhiRidesWithHer on all its social media platforms including Facebook, Instagram, LinkedIn, and Twitter. The campaign showcased women's voices appealing to the Delhi Transport Corporation for opportunities to drive buses. The campaign received extensive online support reaching more than 25k people across our social media platforms.

Local Advocacy & Networking



Firdos, community mobiliser Delhi, a National Gender Youth Activist speaking about her identity as a Muslim woman and the challenges she has overcome.



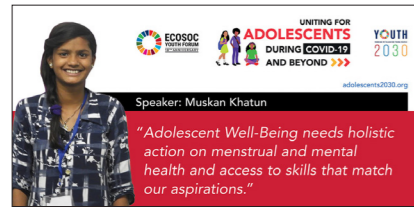
Azad organised a panel discussion on "Pandemic and Burden of Unpaid Care Work" with panellists from Empower, Forum to Engage Men India and Azad Foundation.



Sakha driver Preeti was part of Empower Leaders Lab in the "In Her Voice Project" a three-month participatory action research in 2021.

GLOBAL ADVOCACY

UN ECOSOC Youth Forum



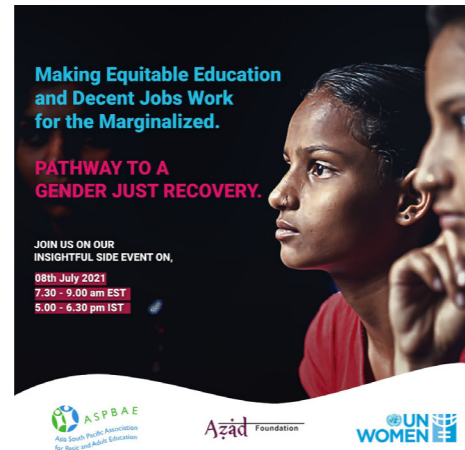
Azad Kishori Leader Muskan as a panelist at the forum.

Reframe Summit by Breakthrough, MEASA and Swayam



Hemlata, Field Implementer: Community Engagement, Delhi Azad speaking at a 'fish bowl' discussion on 2nd March 2022 at the Reframe Summit by Breakthrough, Men Engage Alliance- South Asia (MEASA) and Swayam on 'Gender-Based Violence and Women's Work'

Azad co-hosted a side event during High-Level Political Forum (HLPF)



Azad Co-hosted a side event during HLPF 'Making Equitable Education and Decent Jobs Work for the Marginalized' on 8th July 2021. Amrita Gupta represented Azad speaking about gender-just skill education framework as a pathway for a gender-just recovery.

Azad hosted two virtual side events at Commission on the Status of Women CSW 66



Panel on 'Men and Unpaid Care Work Global Perspectives - COVID and beyond'.

Shrinivas Rao spoke about engaging men for redistribution of unpaid care work on 15th March.



Panel on 'Women in Climate Resilient Jobs: For Sustainable and Gender-Just Recovery'.

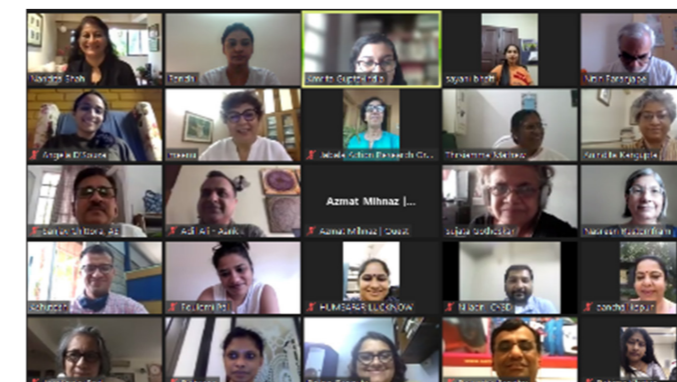
Dolon Ganguly shared about the challenges of engaging marginalized women in e-commerce and the pathway for their inclusion in the emerging e-vehicle and green transport space on 17th March.

Networking, Advocacy and Capacity Building to Strengthen Voices in Non-Traditional Livelihoods (NTL)

The NTL Network set up a Practitioners' Collective under its aegis to strengthen leadership capacity of practitioners as advocates for NTL with:

- **8 Organizations** - Saath, Samaan, Janvikas, NOSKK, Azad-Sakha, CYDA, Medha, Quest Alliance
- **19 Practitioners**
- **7 States**
- **5 NTL professions** – driver (4-wheeler and E-rickshaw), mechanic, petrol pump assistant, electronics repair, driving faculty

who have come together for a Comprehensive Blended Training Program including modules on gender-patriarchy-women and work-NTL, sexual and reproductive health and rights, understanding gender-based violence, self and leadership building and advocacy skills.



NTL Network Virtual Annual General Body Meeting on 23rd Oct 2021 with 26 participants.



The NTL Network in collaboration with the Institute of Social Studies Trust (ISST) co-hosted a virtual panel at CSW66 titled 'Empowering women through NTL' on 16th March 2022.



Amrita Gupta represented the NTL Network speaking on Women Workers in The Gig Economy in a webinar organized by Institute of Social Studies Trust in June 2021.

building collective leadership

ORGANISATIONAL DEVELOPMENT PROCESS 2021-22



■ Azad Foundation nominated two of its staff members for Basic Leadership Development Course conducted by Asia South Pacific Association for Basic and Adult Education (ASPBAE) from 25th to 30th October through Blended Learning Model. This course helps participants to understand and expand their leadership potential.

Strengthening Governance Systems

HUMAN RESOURCE (HR) MANUAL

Azad Foundation has developed an HR manual to ensure that all HR processes are streamlined and the team is able to benefit from these processes. The manual has been translated from English to Hindi and regional languages such as Bangla and Tamil. The orientation of team on the HR manual has also been conducted.

In 2021-22 the Azad Internal Complaints Committee received and led an enquiry on one case under the purview of sexual harassment at workplace. The enquiry led to punitive measures like transfer and non-payment of increment for the perpetrator and counselling sessions for the complainant in question. The management took strict steps to prevent any negative discussion about the incident within or outside office.

Trainings On Organisational Policies

Orientation of teams in Sexual Harassment and Workplace: Training of team members on Sexual Harassment at Workplace Act was held in Delhi, Jaipur, Kolkata and Chennai between February-March 2022.



A Collaborative Leadership Structure and Capacity Building of Leaders

In 2021-22 Azad Foundation has constituted a 3-member National Leadership Team (NLT) to lead the organization. NLT is Strategic Leadership of Azad that is responsible for its vision, mission and fulfilling strategic commitments. A core leadership team comprises of thematic and locational leaders responsible for creative execution, for all operational decisions and delivery, to share knowledge and experience across. NLT and Core Team members have received various capacity building sessions on leadership, relevant skills, and one-to-one mentoring.

Staff Capacity Building Training



A 2-week workshop from 19th Oct-1st Nov 2021 organized by Sangat and Jagori Rural on Gender, patriarchy and Human Rights was attended by members of the community Mobilization Team .

Building the Next Generation of Leadership



Members from across different programs and locations were selected through a multi-step process to build the next line leadership in Azad Foundation. Capacity building of next-gen leadership has been designed in a way so as to provide collective leadership to Azad and in development sector as well. They are going through a process of capacity building which includes inside sessions by OD consultant, on-job practice and one-to-one mentoring by NLT members. Next Generation Leadership Programme built in the process of mentorship which started from November 2021, with each next generation leadership programme participant having a mentor from the National Leadership Team for one-to-one mentoring.

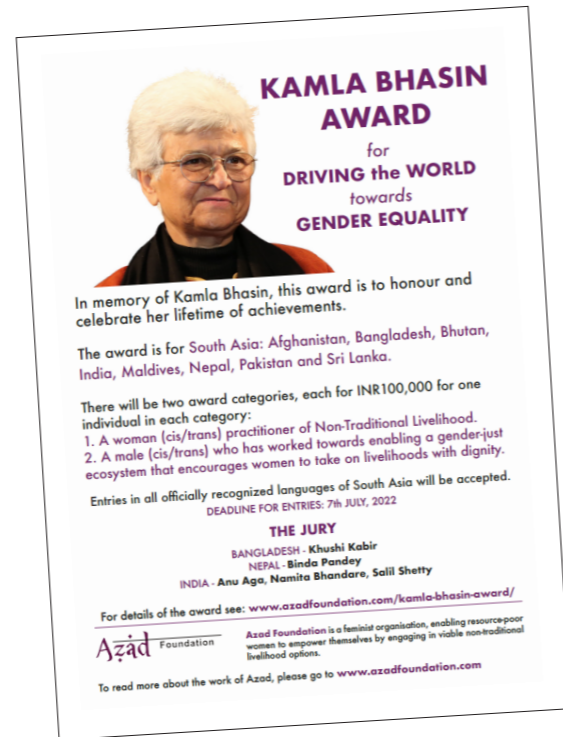
PAYING TRIBUTE TO KAMLA BHASIN



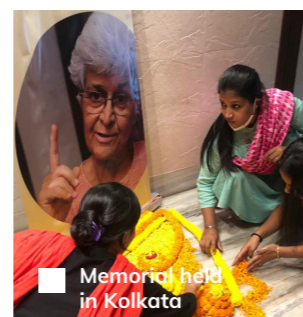
Memorials celebrating the life of Kamla Bhasin who was an ardent supporter of Azad and an inspiration to many was organized across Delhi, Jaipur and Kolkata. Various close friends and admirers of Kamla including Azad trainees, drivers, youth and feminist leaders shared instances about her life and how she continues to inspire them.

In Jaipur and Kolkata, the memorial was organized in collaboration with other women's groups and activists.

We launched the Kamla Bhasin Award for "Driving the World Towards Gender Equality" in October 2021. The award has been conceived by Azad in the loving memory of Kamla Bhasin who was an icon of the Indian and South Asian women's movement.



This award is meant to honour and celebrate her lifetime achievements and her unwavering support to Azad's work on non-traditional livelihoods. It is also meant to encourage the efforts being taken by women and men to fight patriarchy and work towards a gender-just society across South Asia.



INSTITUTIONAL DONORS



CORPORATE DONORS

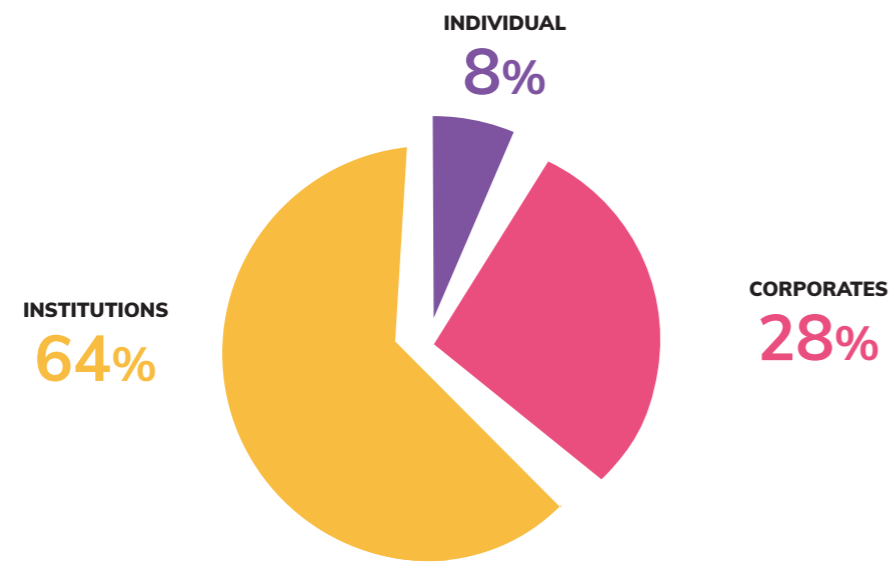


INDIVIDUAL DONORS

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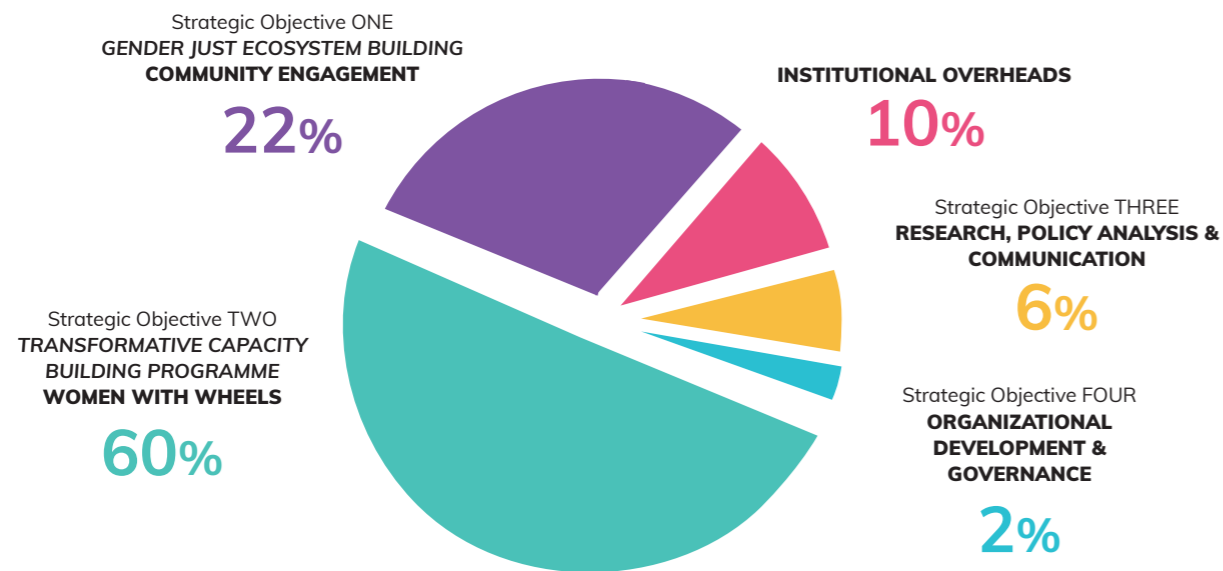
Thank you, Anonymous Donors, Donors who gave through Benevity and Milaap Foundation!
We thank all of you for your significant contribution which has made it possible for us to support resource poor women in realizing their dreams.

WHERE OUR MONEY COMES FROM ?



Total income of Azad Foundation in 2021-22 was INR 8.49 crores

HOW THE MONEY WAS USED ?



Total utilisation of Azad Foundation in 2021-22 was INR 8.47 crores

AZAD IN THE NEWS



Women With Wheels a film by Mamta Singh qualified for the finals at the Social Impact Media Awards and received a special mention under the Impact Video Segment.

<https://www.youtube.com/watch?v=H9SJ4seeJ0w&t=2s>

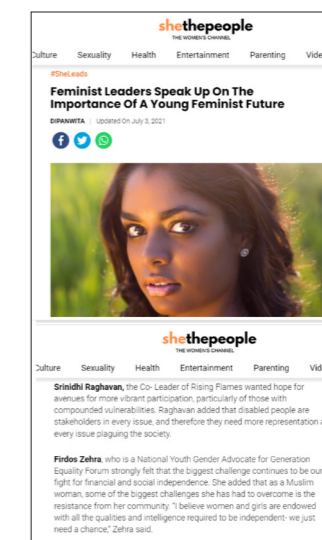


Azad Foundation Jaipur received the State level 'Indira Mahila Shakti Puraskar' from Rajasthan Government 's Women & Child Development Ministry, Directorate of Women Empowerment.

The award was received by Anita Mathur and Shrinivas Rao from our National Leadership Team.



Ms. Snehlata Shukla, Delhi Program Director, was awarded for her commendable performance in the implementation of women related schemes & to promote girl child at the International Women's Day Celebration organized by South District Magistrate Office and Ministry of Women & Child Development, Delhi.



SheThePeople featured our mobiliser Firdos Zehra who spoke about her identity as a Muslim woman at a local UN Women Generation Equality Session.



Koshish, a documentary film by Tanvi Samaddar showcasing the journey of Azad driving faculty Rajrani, was awarded Best Positive Short Doc at the MegaCities-ShortDocs Citizen Documentary Film Festival.

<https://www.youtube.com/watch?v=mcsqjCQW6s>

Meet the women soon to be at the wheel of city buses

GAYATHRI MANI
NEW DELHI, APRIL 1

THE TRANSPORT department Friday kicked off its free one-month training programme for women to acquire a Heavy Motor Vehicle (HMV) licence at its drivers training Institute in Burari, paving the way for more women to be able to drive DTC buses.

Training for the first batch of 38 women was inaugurated by Transport Minister Kailash Gahlot. Among them was Tulsī, a HMV licence holder who has waged a long fight for changes in the eligibility criteria. She said, "I am glad the government has sponsored training for women. This will encourage many and will put an end to comments that women are bad drivers... I have a valid licence and sat for tests, but



Preeta (left) and Tulsī are among the first batch of 38 trainees

could not apply for a driver's job because of the height requirements. I, along with 10 other women, wrote several letters and requested the minister to relax the criteria. I am happy that our dreams to become drivers have materialised..." said Tulsī, who currently works as a taxi driver.

As per the revised criteria, a prior experience is required to apply for the driver's job. The minimum height has also been increased from 159 cm to 153 cm.

The only mandatory condition is minimum one-month training followed by a test.

Officials said the initiative, in collaboration with Ashok Leyland Limited, is to facilitate end-to-end training for 180 candidates and to promote women's safety in public transport.

Said Pinki, a 24-year-old trainee, "I could not study after Class 12 due to financial constraints. So, I joined a cab service and learnt driving. I still work

there... I wanted to become a bus driver but the training fee at Burari was expensive... When I found out that the government is providing training for free, I applied."

Officials said a month's training to learn to drive a bus at the Burari centre usually costs around Rs 15,000-Rs 25,000.

Preeta, who drives a cab, said she wants to set an example for other women: "My parents were against my profession and said it wasn't suitable for a woman... but I didn't relent. I am the only woman cab driver in my colony... Now, my parents feel proud that their daughter is going to drive a bus... I will also complete my graduation this year. I don't want people to say that bus drivers are uneducated..."

The training programme was also attended by Transport Commissioner Ashish Kundra,

MDs of DTC and DIMTS and senior officials in the transport department and Ashok Leyland.

Gahlot said: "Delhi, in the past few years, has been making strides towards women's participation in transport. Our new buses are low floor, automatic and very easy to drive, and we are excited to see more women drivers in the coming years."

Transport commissioner Ashish Kundra added: "Women can fly planes, so why not drive buses! The Delhi government sponsors the first batch of 40 women bus drivers. Another 150 will quickly follow."

Officials said training will be imparted to eligible candidates in five batches. Those applying should be residents of Delhi and have a valid LMV licence, which is a pre-qualification for upgrade to the HMV category.

Advocate Kailash Gahlot
8 hrs · Following

जल्द ही दिल्ली में बस चलाती दिखेंगी महिलाएं

राज्य नूरी, नई दिल्ली

जल्द ही दिल्ली में पहिले बार चलाती दिखेंगी महिला बस चालिकाएँ। परिवहन विभाग ने शुरुआत में इस संघर्ष में प्रतिक्रिया जताते हुए बस चालिकाओं को प्रशिक्षण देने का काम शुरू किया है। यह प्रशिक्षण कार्यक्रम दिल्ली के अलग-अलग हिस्सों में चल रहा है।

परिवहन के निदेश के तहत राजधानी में रहे कार चालकों में वही संघर्ष में महिला बस चालिकाओं को प्रशिक्षण शुरू करने का काम है। इस प्रशिक्षण का कार्यक्रम शुरू करने का काम है। इस प्रशिक्षण का कार्यक्रम शुरू करने का काम है।

Rules eased to allow more women bus drivers in city

Sweta Goswami
letters@hindustantimes.com

NEW DELHI: In a first, the Delhi government on Friday decided to relax the norms to recruit female drivers for its 6,900-strong bus fleet in the city, including reducing the minimum height needed from 159cm to 153cm and cutting the "experience criteria" to a month for women applicants.



HT reported on Aug 10 last year that six years since the city hired its first female bus driver, she remains the only woman on the workforce

government is going to provide a training platform to women at our Burari Centre where they can hone their skills using our DTC and cluster buses. At the end of this, they may undergo another round of testing after which, they may be engaged as drivers in our buses if found fit," Gahlot said.

The minister said he has also proposed incentives in the form of subsidies to be offered to women who opt to take the bus driver training course at the centre. "This may also be included in the Budget speech by Delhi finance minister Manish Sisodia," he said.

Amrita Gupta, director-research advocacy and communications at Azad Foundation, which also trained and helped induct Saritha in 2015, said getting an HMV licence is a resource-intensive process. "We have had several meetings with the transport minister over the past few months and have another one scheduled next week too to iron out the final criteria. The Delhi government announced free bus rides for all women, but was ignoring the fact that they are hardly in the scene when it comes to operating the same buses. It's great the Delhi government is finally moving towards this," she said.

पब्लिक ट्रांसपोर्ट में महिलाओं की भागीदारी बढ़ाएगी दिल्ली सरकार महिला बस ड्राइवर्स के लिए योग्यता शर्तों में बदलाव

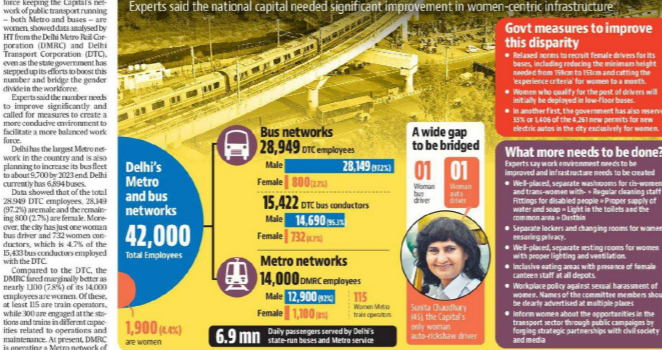
शुभेन्द्रा शर्मा @shubendra199

नई दिल्ली: नगरपालिका परिवहन के डीएम के आदेशों के तहत दिल्ली सरकार ने महिला बस चालिकाओं के लिए नए नियमों का अनावरण किया है। नए नियमों का अनावरण करने के बाद दिल्ली में पहिले बार महिला बस चालिकाओं को प्रशिक्षण देने का काम शुरू किया है।

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Delhi ups efforts to boost low share of women in mass transit workforce

Bridging Delhi's mass transit gender gap
Experts said the national capital needed significant improvement in women-centric infrastructure



मानदंड में ढील, अब ज्यादा महिलाएं बन सकेंगी बस चालक

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To Encourage More Women In Fleet

No prior experience needed for women who want to drive DTC buses

As per the revised criteria, a prior experience is required to apply for the driver's job. The minimum height has also been increased from 159 cm to 153 cm.

The only mandatory condition is minimum one-month training followed by a test.

डिजीटल लेडी ड्राइवर

दिल्ली सरकार ने महिला बस चालिकाओं के लिए नए नियमों का अनावरण किया है। नए नियमों का अनावरण करने के बाद दिल्ली में पहिले बार महिला बस चालिकाओं को प्रशिक्षण देने का काम शुरू किया है।

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COORDINATION OFFICE

93, Nehru Apartments
Kalkaji, New Delhi-110019

SOUTH DELHI

R-10, Flat No. 7, Second Floor,
Nehru Enclave, Kalkaji,
New Delhi, 110019

NORTH DELHI

B 5/2, Model Town-1, Near Model Town Metro Station
New Delhi 110009

EAST DELHI

A-6, Lane Number 1, Near Jagatpuri Main Red Light
New Delhi 110051

JAIPUR

4 Mohan Nagar, Near Riddhi Siddhi Chauraha
Jaipur 302019

NORTH KOLKATA

P 282/A, CIT Road, Scheme-IV, Phoolbagan,
Kolkata 700054

SOUTH KOLKATA

11 A/3, North Road, Jadavpur
Kolkata 700032

CHENNAI

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