



annual report

2018-19



2008



2018

 Azad Foundation
years and counting

*annual
report*
2018-19



dear friends



It gives me great pleasure to share with you our Annual Report of 2018-19. The report also contains a brief sharing on the celebrations that marked ten years of journey of Azad.



In a sense of history, ten years is not a very significant time frame. Yet, in the life of an Organisation that is a significant lifespan. When we founded Azad and through many of its initial years, we were too busy putting in practice the ideas that we had dreamt of to worry about where we would be ten years hence. The idea of Women on Wheels was disruptive enough to occupy all our minds and keep us grounded towards building, nurturing and defining our practice. Over the ten years, as our practice deepened, it helped expand our own understanding of the spectrum of issues concerning women and work. The understanding we gained has in turn informed the practice on ground making it more complex and more nuanced over the years.

The world around us changed as well in historic ways over these ten years. There were no sustainable development goals (SDGs) when we started out. Global community had in fact not been able to deliver on the MDGs. But then the Agenda 2030 came up – a much more expanded and revised effort. Countries, regions, corporates and civil societies have all tried to locate themselves within this agenda of “leaving no one behind”. One year short of completing five years, it almost seems as if the nations around the world are once again not going to be able to meet their promises. On the other hand, there has been an unprecedented increase in militarization around the world, a rise of the right-wing ideology, religious fundamentalism and conflict leaving millions in very vulnerable circumstances. The economy of our country has as well been through unprecedented highs and lows. Large Corporates have disappeared, new ones that did not exist in 2008 have emerged and a consolidation of corporate power has happened with those who are better aligned with the political power. Within the

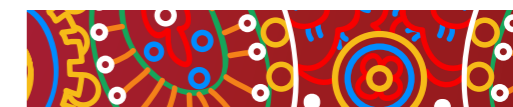


transport industry, radio taxis were the new wave in 2008. The revolution of radio taxis has given way to the era of aggregators making transportation definitely easier, not necessarily safer nor more inclusive. Women continue to drop out of the labor markets in India. In fact, India ranked 142 out of a total of 149 countries in the economic opportunity and participation sub-index, as per the (World Economic Forum) WEF’s Global Gender Gap Report for 2018. Yet, there have been Malalas of the world who have quietly stood steadfast with their courage and beliefs, and like her many of the women trainees and drivers have struggled against all odds to transform their own lives and those of people around them.

Within Azad, over these ten years, we grew from one centre in South Delhi to three centres in Delhi, one in Jaipur and two in Kolkata. We built partnerships across several states in India and reached out to some countries in Africa and South and East Asia. Expanded presence has meant a bigger team, increased time spent on fund raising and challenges that come with the same. Starting with 9 women in 2008, we have been able to enable more than 2000 women gain employability as professional chauffeurs and have contributed more women into the driving industry than any other single institution in the country. That is nothing short of creating history! And we are proud of this legacy. Over the years we have been able to improve upon our own efforts, and a recent study indicates that we are able to deliver, on a conservative estimate, 26% return on investment. A return which will only get better and stronger over the years to come.

Women drivers continue to undertake amazing challenges in their lives, inspiring us to stay the course. Our work with young men in the bastis has deepened our understanding towards male experiences of patriarchy. The PARVAZ leaders through the feminist leadership programme continue to motivate us by their energy. They have been able to help more than 6000 women acquire their basic citizenship documents over the years. Documents which in this era of NRC are critical to a life with dignity. The hopes and aspirations of 4007 adolescent young girls that we have reached out to through Azad Kishori programme challenge us to work in creative and collaborative ways to ensure that they have opportunities to choose rather than just being forced into a life of drudgery.

Yet the larger questions remain. We are in a post Beijing, post MDG, almost post 5 years of SDG world, still there are 33 million women missing from the labour force, 15 million young girls as per the latest statistics from UNICEF are getting married before the legal age of marriage. Clearly we the people, need to commit ourselves for many more



years of partnerships that are collaborative, of work that will be disruptive, towards social justice and accountability, towards ensuring a world where all resource poor women will have opportunities for livelihoods with dignity. While most investors, donors and impact funds are looking at quick exits or short time frames for supporting social action, we understand like never before that social action has to be with deep roots and sustain itself over long periods of time. Institutional leadership will need to be layered and multi-talented to adapt to a rapidly changing external context and to ensure that the teams are able to invest their best without exhausting their physical and emotional energies. Regenerative processes that are committed to transformative change at all levels need to be supported.

We have been fortunate and blessed to have had long term support from many of our donors and individual supporters. We thank you all for standing by us over the last ten years. We thank our partner organisations for your generous collaborations, our sisters and brothers and the extended community of Azad from around the world. And finally, the Board of Azad that continues to be our lighthouse through stormy and calm seas. Together we move into this next decade with this hope that “another world is possible”.

In Solidarity,
Meenu Vadera





Azad's journey began in May as an incorporated charitable trust in New Delhi and Sakha was founded in the same month as a private limited company.

The foundation of both the organisations emerged from the persistent gender inequalities in India and the need for non-traditional, high-return and remunerative livelihood options for resource-poor women in urban areas. Our first mobilization camp was organized in Gautampuri and after considerable effort, the first batch of 9 trainees commenced training on 3rd November. Our first funding came from Shell.

Our first media coverage was in the Hindustan Times titled *The Leap of Faith* was in July 2008. This was followed by coverage in the Indian Express, All India Radio, NDTV Imagine and NDTV 24*7 in July 2008.

Azad initiated work in alliance with the Delhi state government under the Mission Convergence programme and Nirmal Chaya - a shelter home for destitute women.

A partnership was initiated with Edulever to redesign Azad's English curriculum. Sakha launched its car hire services with one car and two commercial chauffeurs. Sakha also won 15000 euros from BiD Network for Best Business Plan in the category 'Women in Business'. Women drivers were invited to meet Delhi's Chief Minister, Ms. Sheila Dikshit at her residence. The organization's first retreat took place at the Sahbhagi Shikshan Kendra in Lucknow.

A collaboration with the Unique Identification Authority of India (UIDAI) was initiated to organise camps to help procure Aadhar Cards for 2500 women.

Azad's mobilization strategy was effectively streamlined and expanded to cover 35 *bastis* through various outreach activities. The Women on Wheel course modules and curriculum was formally designed. A feasibility study was undertaken for Women on Wheels in Gurgaon to expand Azad's reach. This year, TATA Steel became Sakha's first institutional client. Sakha also received external funding from Unlimited India. Sakha at this juncture owned 5 commercial vehicles and consisted of 26 private placement and 7 commercial chauffeurs.

Azad and Sakha commenced operations in Jaipur.

This was also the year when UK Prime Minister David Cameron met Sakha drivers. Sanchari Foundation and Beeban Kidron kindly donated a car each. Sakha chauffeur Shanti participated in a meeting on Youth and Life Skills hosted by ASPBAE in Jakarta. Delhi chauffeurs participated in the Bajaj Allianz Inspirational Women Driver Hunt. Following the Nirbhaya rape, the Delhi Government set up a dedicated *mahila* helpline - 181 service - and Sakha became the transport partner for the helpline. Azad also hosted learning journeys to organisations working on Non-Traditional Livelihoods (NTL) in 6 states of India - Gujarat, Tamil Nadu, Kerala, Uttar Pradesh, Maharashtra and Rajasthan - which laid the foundation for the network of organisations working on NTL.

Azad registered with Global Giving and has since been regularly receiving donations from individuals.



2008



2009



2010



2011



2012



2013

Azad's 10 year journey

A partnership commenced with Reading-Wise for English language training and an apprentice-host programme was initiated to provide driving experience to women drivers who were ready for employment.

Women drivers also had the opportunity to present their demands to Delhi's Chief Secretary for safe and hygienic public toilets for women.

Honours for Innovative Work in the field of Women and Employment from Edelweiss and Kubera motivated the team and enabled the purchase of the first training car - a Maruti 800 and a full time in-house driving faculty. iPartner India came on board as a donor and helped us produce our first film. 7 of the 9 trained women from the first batch received placement. The second and third batches were enrolled in 2009. Azad was a small team of 3 full-time employees.

We received recognition from Sangat and Jagori for our work on Women and Violence

We reached out to 200,000 people across Delhi through the One Billion Rising campaign (OBR) and our mobilization efforts. Our operations in Gurgaon and North Delhi centres commenced with a long-term partnership with Human Dignity Foundation. Azad was featured in the popular TV series *Satyamev Jayate* and we organized PARVAZ to honour our women chauffeurs, celebrating their successes and acknowledging their families' contributions. 15 women drivers with permanent licences were honoured with the *Kushal Mahila Chalak Samman* by the Delhi Chief Minister and Minister for Women and Child Welfare at the event.



Azad Kishori, a program with adolescent girls in schools from class 9-12 and Women on Wheels Academy, a residential program were piloted in Jaipur.

Outreach expanded significantly, covering 65 *bastis* across Delhi and Jaipur. Azad began the Men for Gender Justice Program with men from resource poor communities of Delhi. The Research, Advocacy & Communication team was set up and it launched Azad's in-house newsletter *Azad Parinde* and conducted a research study on the aspirations of young women in Delhi. The number of Sakha chauffeurs increased to 48 private drivers and 18 commercial drivers. A partnership with international travel firm G-Adventure was initiated. Azad and Sakha initiated discussions with DTC, advocating for induction of women as bus drivers. Azad received recognition for their work from the US ambassador Richard Verma in 2014.

Azad's first collection of short stories, *LADY DRIVER*, was written and published by the feminist publishing house, Zubaan.

The Women on Wheels model expanded through our partners Janvikas in Ahmedabad and Neeva in Bangalore. The Feminist Leadership Program (FLP) was formally initiated in Delhi. Sakha chauffeur Lalita visited Bangkok for an ASPBAE conference and driver Sunita Jaiswal met Prince William and Kate on their visit to India. The first meeting of the Non-Traditional Livelihood Network seeded by Azad was organized. Azad was designated to hold the secretariat position for the network. Azad hosted its first international learning

institute & Women on Wheels reached Ghana through the Network of Women in Growth (NEWIG) and Timore Leste through Many Hands One Nation (MAHON). Azad began a formal data management system to track its progress which revealed that till 2015-16 more than 600 women were trained as drivers by Azad. The first fundraiser event, a musical, *Mamma Mia Again!* was successfully organized in Delhi.

We celebrate 10 years of empowering women as professional chauffeurs.

Azad has enabled more than 2000 women gain employability and empower themselves. To commemorate this milestone, a combined Azad and Sakha retreat in Kullu-Manali was organized. In memory of our friend and guide Ram, we solemnly launched the Ram Mohan Scholarship to support resource poor single women who are the principal bread winners in their families. Sakha was awarded a huge grant by Booking Booster - a sum of €325,000!



2014

2015

2016

2017

2018

Sarita, a Sakha alumna, was employed as DTC's first woman bus driver.



Azad held a day long brainstorming session *Manthan* to share the results, outcomes and challenges of their journey and to ideate on strategic plans for the next five years through a consultative process. Operations were launched in Kolkata whilst the Gurgaon office was closed. Thoughtshop came on board as the first mobilization partner in Kolkata. The first Women on Wheels partnership with Samman commenced in Indore.

Azad became a member of ASPBAE and hosted the Gender and Skills Workshop with them. *Teen Kahaniyan*, a collection of 3 engaging stories of empowerment along with other communication materials were produced by Azad's Research, Advocacy and Communication team. The Prime Minister of Netherlands, Mr. Mark Rutte, honoured us by using Sakha services and meeting the Sakha team and drivers.

Sakha chauffeurs had the honour of meeting Her Royal Highness Camilla, Duchess of Cornwall, at the British High Commission, New Delhi.

The year began with the ceremonious launch of the *Lady Driver* book at the Jaipur Literature Festival. The WoW Academy at Jaipur was discontinued but operations were expanded in Delhi with a new West Delhi office. The Feminist Leadership Programme was also expanded to Jaipur and the first Azad Kishori Mela was successfully organized. Azad participated in the International UNESCO Conference on Skills in Beijing. The first set of women driving faculty were trained and placed in the same year. Azad attended the Commission on Status of Women as panellists in two sessions and hosted a parallel event at the 61st session of CSW. With new partners and locations, Azad had trained 1392 women to gain employability by this time.

The North Kolkata office commenced its programmatic operations. A new waiver was initiated by the Central Government on commercial licenses, changing the requirements of Sakha's commercial drivers and speeding up the process of commercial driving eligibility. Jashn-e-karwan, an alumni event like no other, was organized to celebrate the undaunting spirit of the women drivers and saw a gathering of 400 chauffeurs reaching Delhi to rejoice. In collaboration with CAPED, a grand fundraiser - *Queen of Rock*, a spectacular rock musical based on the music of Freddie Mercury and Queen - was organized in Delhi. The year culminated with an International Conference on Making NTL Work for the Marginalized - a successful global gathering of around 200 people from across 6 continents.



We began our journey with a **vision**

Labour market outcomes for women are discouraging. Women's participation in the workforce is limited to a very narrow set of jobs, which are often low skilled, not well paid and within traditional gendered stereotypical roles. Being in low skilled jobs limits their opportunities for future training or upskilling. Additionally, the disproportionate burden of unpaid care work at home restricts women from taking up paid jobs, advanced education or training for new skills.

It is in this context that Azad began its work on non-traditional livelihoods with a vision to expand the possibilities for resource poor women and enable them to access remunerative livelihoods with dignity. Fully recognizing that we live in a context of rising inequalities, persistent structural barriers, gender disparities in education and gendered labour market, Azad's approach to skills for livelihoods incorporated a non-negotiable integration of economic, social and personal empowerment.

PATRIARCHAL
NORMS STILL
REMAIN A
SIGNIFICANT
CHALLENGE

Female workforce participation is declining in India even in a situation where the economy is growing – only 1 of every 4 women are participating in the workforce of which 90% work in low skill-low paid informal work

Azad ASPBAE study, 2017

1 OF EVERY 3
WOMEN ARE
SUBJECTED TO
PHYSICAL OR
SEXUAL VIOLENCE
IN THEIR LIFETIME
AT HOME

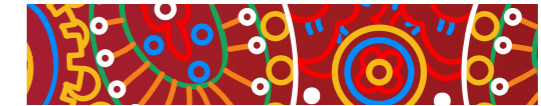
National Family Health Survey (NFHS-4), India, 2015-16

Women's household and care work is still undervalued. Women in India spend an average of 5 hours on unpaid and undervalued care work as against men who spend 1/2 hour only

Oxfam, 2018

FAMILIES STILL
VALUE MARRIAGE
OVER EDUCATION AS
1 OF EVERY 4 YOUNG
GIRLS ARE STILL
MARRIED BEFORE
THE AGE OF 18 YEARS

UNICEF, 2018



We also believe, and we have evidence that non Traditional livelihoods such as driving have the potential to challenge gender disparities in education and labour markets. It also transforms gender norms at many levels – at home, in public spaces and in the minds of people.

Our decade long work beginning in 2008 enabling more than 2000 women empower themselves and gain employability has helped us deepen and sharpen our learning of what it takes to 'enable' resource poor women to enter and sustain in livelihoods.



THE AZAD APPROACH



The ability of a marginalised person – especially resource poor women – to access any skill education is hindered by lack of information, patriarchal, social and cultural norms that limit their choices due to restrictions on their mobility, economic deprivation, lack of control over decisions affecting their lives and others. At Azad, we **ENGAGE** in intensive mobilization at the community level to ensure women have information regarding livelihood choices, we work closely with the women to help them negotiate with their families to access such opportunities that would provide them with skills for remunerative jobs. This includes negotiating against mobility restrictions, timings and their share of the unpaid care work.

Mere skill education does not bring sustainable change. Resource poor women need to be equipped with the knowledge to interpret their context while learning new skills. They need to be helped to un-tap the power that lies within them which will support them in making use of the skills and knowledge that they gain. Thus Azad's Women on Wheels provides a **TRANSFORM-ative** capacity building learning programme around self, rights and technical skills – i.e. professional driving in our case. Such a learning programme not only helps women to gain professional skills but also enables them to empower themselves such that they are able to use these to gain 'livelihoods with dignity'.

Any skills education must make it possible for people to find decent work. Azad ensures through its **EMPLOYment** partner, Sakha, safe and remunerative employment options for women professional drivers. The model thus enables transition from training and learning to gainful employment. **RETAINing** women into employment is as well a big challenge and requires systematic and structured investments by the Government and Industry. Market conditions must be conducive for women given the disproportionate care work they handle. Work conditions must be fair and safe and women need to earn not just money but also basic social security. Azad's advocacy work springs from its efforts on the ground and it engages with policy makers, influencers, corporate leaders and civil society players at all levels – local to global – to ensure that it is able to inform the discussions with learnings gained from its deep work with women and the communities.

GENDER JUST SKILL EDUCATION FRAMEWORK





On 28th October 2018 close to 400 women drivers from Delhi, Kolkata, Jaipur, Indore and Ahmedabad congregated in Delhi for *Jashn-e-karwan* - a celebration of the 10 year journey of Azad and Sakha.



The occasion was one of bonding, learning and celebrating the journey with motivational speeches, testimonials, oath taking and fun activities like dance, theatre, talent show and zumba being the key highlights of the day long event.

celebrating our decade long journey



INSPIRATIONAL STORIES OF CHANGE OF AZAD AND SAKHA DRIVERS

Chauffeurs from Delhi, Jaipur, Kolkata, Indore and Ahmedabad shared stories of their journey at a panel discussion with Manisha Chaudhry, feminist editor, writer and translator. The six drivers who shared their journeys were Gulnaz (Driverben, Ahmedabad), Pallabi (Sakha, Kolkata), Geeta (Sakha, Delhi), Poonam (UNICEF, Delhi), Madhu (Sakha, Jaipur) and Anita (Sakha, Indore).



TESTIMONIALS OF DRIVERS SHARED DURING THE ALUMNI MEET

I got married at a very young age, but through Azad, I gained the courage to walk away from my abusive husband.

Esnotara Bibi, KOLKATA

As a child I was never allowed to ride a bicycle. Now I drive a car and have even bought a bike from my own money!

Megha, AHMEDABAD

I was made fun of by people who said "You don't know how to ride a cycle, how will you drive a car?". I am now a professional chauffeur!

Kiran, JAIPUR



“ Drivers just don't drive cars; they drive our society! Our journey doesn't end with getting a job, our journey is one where we change the society.

Ms Kamla Bhasin
FEMINIST ACTIVIST, POET & AUTHOR
Chief Guest



“ Women on Wheels is a revolutionary initiative helping women break the iron chains and exercise their right to citizenship.

Gagan Sethi
FOUNDER OF JANVIKAS &
CENTRE FOR SOCIAL JUSTICE
Special Guest



“ Ever since I have known about Azad and Sakha through my show *Satyameva Jayate*, I have used their services every time I am in Delhi. The drivers are very well trained, and I feel very happy and proud.

Aamir Khan
ACTOR, DIRECTOR, PRODUCER &
ACTIVIST
In a special video message for
10 years of Azad and Sakha



Azad and Sakha trainees, staff, drivers joined forces for a song composed especially for the 10 year journey by Vinay and Charul, the founders of Loknaad, a progressive music band that sings for peace, dignity and democracy. Led by Vinay on the vocals they sang *Panj Pahiye Ki Udan*, dedicated to the journey of the women drivers.



“ Azad and Sakha through their Women on Wheels program have changed thinking, challenged stereotypes and redefined the environment of women and work. The drivers have changed their families' thinking and the lives of people who have heard their stories.

Sir Dominic Asquith
BRITISH HIGH COMMISSIONER TO INDIA
Guest of Honour

delhi

jaipur



In 6 years of our journey in Jaipur, we have helped more than 250 women gain employability as professional chauffeurs. This is the first time ever in the history of Rajasthan. Through our Azad Kishori programme we have been able to reach out to over 3000 adolescent girls from across 20 Government schools helping them to broaden their aspirations and ideas of work that they can do. We look forward to continuing breaking the glass ceiling and enabling women to take on non-traditional livelihoods, earning remunerative incomes and transforming life conditions for themselves and their families.

Meenu Vadera
EXECUTIVE DIRECTOR
AZAD FOUNDATION

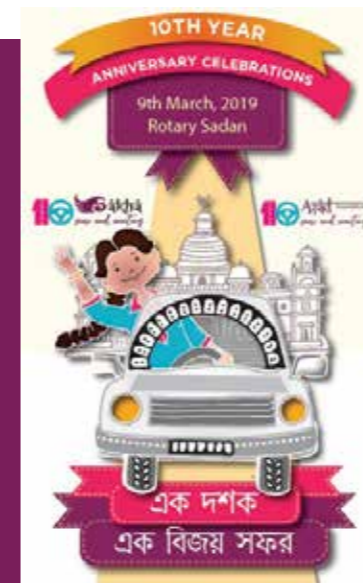


Shrinivas Rao, Chief Operating Officer, Azad Foundation, welcoming the Chief Guest Pratap Singh Khachariyawas, Honourable Minister of Transport, Soldier Welfare, Government of Rajasthan, who assured that he would open more opportunities for women drivers in Jaipur and provide them with more support.

Azad drivers were felicitated by the Chief Guest Pratap Singh Khachariyawas, Honourable Minister of Transport, Soldier Welfare, Government of Rajasthan, Kamala Bhasin, social activist and poet; Anita Mathur, Program Director, Rajasthan, Azad Foundation; special guest Beena Kak, former minister of Tourism, Cultural Affairs and Forest, Government of Rajasthan.



Azad trainees giving an enthusiastic dance performance at the 10 year celebration in Jaipur



kolkata



These women are 'rings of fire' and I am overwhelmed by their enthusiasm. In fact, in today's world, safe drivers and chauffeurs are extremely important and significant.

Dr. Sashi Panja
HONOURABLE MINISTER OF
SOCIAL WELFARE AND WOMEN
& CHILD DEVELOPMENT,
GOVERNMENT OF WEST BENGAL
Chief Guest

27 chauffeurs were felicitated at the event by chief guests Dr. Sashi Panja, Honourable Minister of Social Welfare and Women & Child Development, Government of West Bengal; Patty Hoffman, US Consulate General, Kolkata; Ananya Chakraborti, Chairperson of West Bengal Commission for the Protection of Child Rights; Dolon Ganguly, Programme Director, Azad Foundation, West Bengal and Sabir Ahmed, development professional and researcher.



Gender equality is at the heart of development. Families lead better lives when women get equality. As women leaders, we must make sure that other women get support and opportunities alike.

Patty Hoffman
US CONSULATE GENERAL, KOLKATA



Bengali folk band Paridhi performing *Aaj Bhalobashar Deen* (Today Is The Day For Compassion)



This celebration is not just for Azad, but the 2000 women all over India who have the courage and the determination to achieve their dreams of becoming professional drivers. This is a revolution in itself—revolution against the sexist and stereotypical norms of society that says that women would be incompetent in certain jobs.

Dolon Ganguly
PROGRAMME DIRECTOR, WEST
BENGAL, AZAD FOUNDATION



Azad's first Bengali documentary film *Driving Change* which showcased the trials, challenges and success of some of Azad's women chauffeurs was screened at the event



Dance performance by Azad trainees



Women on Wheels

603 345 139

Azad initiated the Women on Wheels program in Delhi in 2008 and thereafter Jaipur and Kolkata. It has subsequently expanded to several cities in India through partnerships with other NGOs.

In the year under review, Azad worked with Humsafar Trust, Center For Youth and Social Development, Janvikas and Samaan for the implementation of the program.

WOMEN ENROLLED FOR TRAINING ACROSS OUR CENTERS

Delhi **327**
Kolkata **118**
Jaipur **77**
Partnership **81**

WOMEN EMPOWERED THEMSELVES AND GAINED EMPLOYABILITY SKILLS

Delhi **179**
Kolkata **72**
Jaipur **55**
Partnership **39**

WOMEN WERE PLACED WITHIN THE YEAR THROUGH SAKHA AND OTHER PARTNERS

Delhi **59**
Kolkata **18**
Jaipur **23**
Partnership **27**



parvaz feminist leadership program

25 young community leaders graduated from the year long Parvaz fellowship, emerging as feminist leaders for their communities in Delhi and Jaipur.

74 new leaders - including 21 leaders from Kolkata where the program was launched this year - were inducted into the program.



Azad respects women and teaches us how to become empowered women. I do not fear anyone after coming to Azad.

Lakshmi
FEMINIST LEADER
EAST DELHI



Azad has given me the courage to stand up for myself and my brothers and sisters. No one in the family can force us to marry against our wishes now.

Shahin
FEMINIST LEADER
EAST DELHI



At the graduation ceremony of 17 Parvaz fellowship leaders from Delhi.

IMPACT OF THESE CHANGEMAKERS

33 WOMEN SUPPORTED TO ACT AGAINST VIOLENCE

3131 WOMEN SUPPORTED IN ACCESSING CITIZENSHIP DOCUMENTS

450 WOMEN SUPPORTED IN ACCESSING SOCIAL SECURITY SCHEMES

MOBILISATION PARTNERS FOR SOUTH KOLKATA



men for gender justice



270 young men have been part of the Azad's Men for Gender Justice program undergoing trainings on gender patriarchy, masculinity and sexuality to emerge as budding changemakers in their communities in Delhi and Jaipur.

Through youth clubs - 8 in Delhi and 20 in Jaipur - these young men are now working collectively to change mindsets within their communities.



Residential training on Gender Patriarchy and Masculinities at Jagori Gameen, Himachal Pradesh in 2018



*Out of 174 young men who participated in the Tracker Survey to track the change in the attitude of young men who are associated with the Men for Gender Justice program

38%*

MEN NOW UNDERSTAND THAT VIOLENCE IS NOT JUST PHYSICAL AND THAT IT CAN BE EMOTIONAL AND PSYCHOLOGICAL AS WELL

79%*

MEN HAVE CHANGED THEIR NOTION OF GENDERED ALLOCATION OF WORK ROLES AND ARE PROMOTING WOMEN IN NON-TRADITIONAL ROLES



After attending this program I do not feel ashamed of apologizing to my sister after an argument. I have also started talking to girls who study in my school with respect.

Mahesh
MGJ TRAINEE
HOLAMBI KALAN,
NORTH DELHI



Most of the household tasks in my house are done by my mother and my sister. At the training we realised that men take much of this work for granted. So now I have started learning to cook and to help in keeping the house clean.

Aman
MGJ TRAINEE,
JAHANGIRPURI,
NORTH DELHI

81%*

MEN WANT TO PARTICIPATE IN HOUSEHOLD WORK AND TO ENCOURAGE THEIR PEERS TO DO SO AS WELL

azad kishori*

In 2018-19, 1307 adolescent girls from 10 schools enrolled in Azad Kishori program which provides in-school training in creating awareness on self, gender, reproductive health and non-traditional livelihood options.

CHANGES IN AWARENESS REPORTED BY KISHORIS IN 2018-19

98%

UNDERSTAND HOW GENDER INEQUALITY & PATRIARCHY AFFECTS THEIR DAILY LIVES

96%

REPORTED INCREASED AWARENESS OF THEIR BODIES AND SEXUALITY

68%

REPORTED INCREASED KNOWLEDGE OF THEIR LEGAL RIGHTS

95%

SAID THAT INTRODUCTION TO NTL OPTIONS WILL HELP THEM IN THE FUTURE

93%

REPORTED AN INCREASE IN AWARENESS OF THEIR SELVES AND CHOICES



KISHORI MELA



1400

ADOLESCENTS ALONG WITH 1000 PARTICIPANTS FROM OTHER NGOS, SOCIAL ACTIVISTS AND FAMILY MEMBERS OF THE ADOLESCENTS PARTICIPATED IN THE AZAD KISHORI MELA

*Kishori means adolescent girls



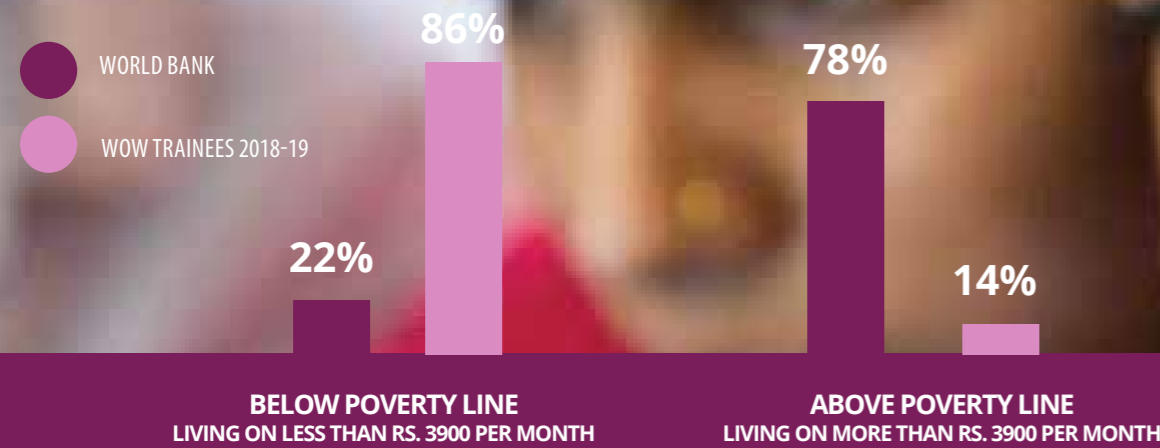
30 scholarships were awarded to adolescent girls selected through a competitive process in the schools that Azad works with.

Kamala Bhasin announced 50 more scholarships in the memory of her daughter Kamaljit Bhasin-Malik - a scholar, an activist and a dancer.

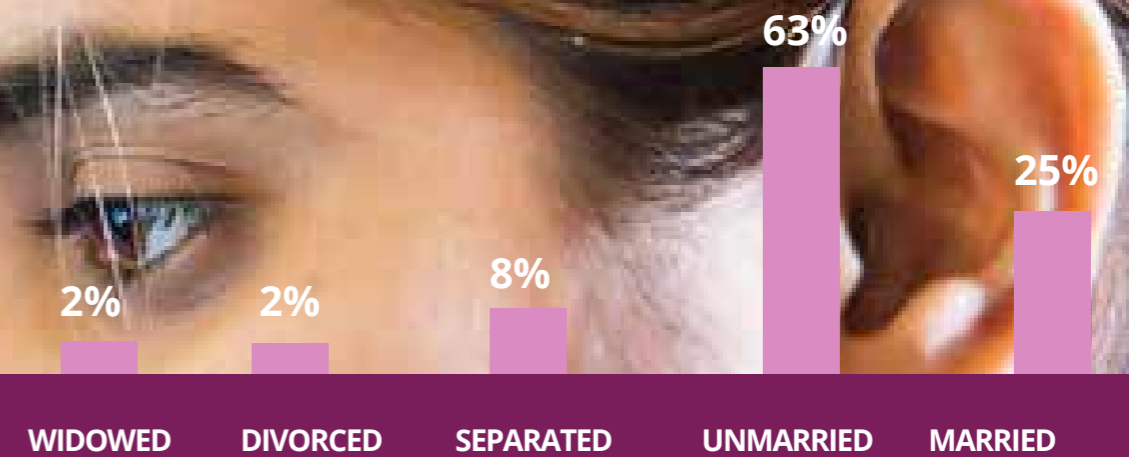
profile of the women we work with



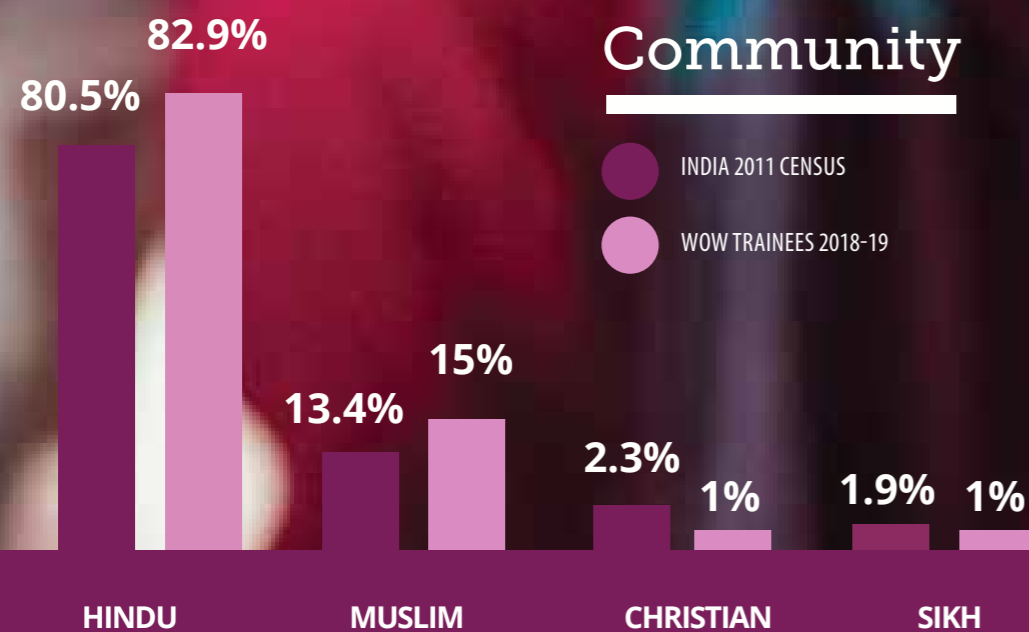
PER CAPITA Income Profile



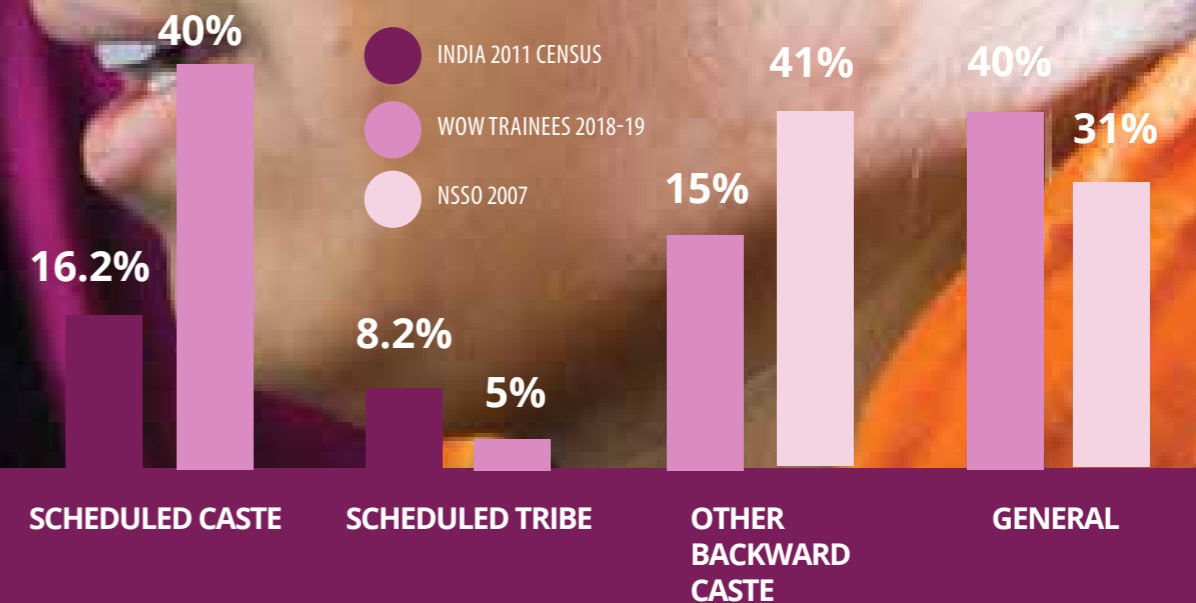
Marital Status



Community



Caste Category



campaigns

IN SOLIDARITY WITH NETWORKS,
ORGANISATIONS AND COMMUNITIES



ONE BILLION RISING
(OBR) campaign in
Madanpur Khadar, South
Delhi, on 8th February 2019.

Azad Foundation reached out to 5820 people in Delhi, 2000 people in Kolkata and 6054 people in Jaipur during OBR 2018-19. The theme of the event was 'Women In Transport'.



FLP leaders and WoW trainees in Jagatpuri, East Delhi, holding conversations with commuters in DTC buses about safe transport for women which was the theme of OBR this year.



Azad Foundation organised a session on Women of Minority Community in Public Place as part of the OBR and Know Your Neighbour campaign in Kolkata. 400 women and men participated in the event.

Azad Foundation was also part of the **JUSTICE FOR ASIFA** campaigns protesting the rape and murder of Asifa. Kolkata also participated in the campaign against riots - *Bangla-e Ar Noy Danga* (No More Riots in Bengal).



The main OBR event in Jaipur was organized on 12th February 2019. Other OBR events included the celebration of the 16 days of Activism Against Gender-Based Violence with the organisation of street plays on the issues of violence against women and livelihood options.

Azad Foundation and Breakthrough launched an online campaign for safe washrooms featuring Sakha drivers. The lyrics to the song *We Need Washrooms* was based on *We Will Rock You* by Queen.



knowledge building and influencing policy change

The International Conference was organised from 16th to 18th January 2019 at India Habitat Center, New Delhi, by Azad Foundation and Sakha in partnership with the NTL Network.

Ambedkar University and Gender At Work were the Knowledge Partners for the conference which was inaugurated by Kamla Bhasin.



We need to mobilise women in positions of power. We fight to introduce a quota for women, change the attitude about working women through examples, and create effective public systems that help women enter productive employment.

Prof. Jayati Ghosh
PROFESSOR OF ECONOMICS
JAWAHARLAL NEHRU UNIVERSITY
Key Note Speaker for Day 1

The International Conference on Making NTL Work For The Marginalised aimed to make visible the work on NTL at a global level. Attended by over 200 people from 20 countries including civil society, policy makers, corporates and practitioners of NTL, i.e., professional drivers, women in carpentry, masonry, electrical work and trekking. It created a platform to deliberate on strategies to overcome existing gender disparities in acquiring skills and other learning opportunities, and the role of NTL in moving towards equitable access to employment and decent jobs. The key themes of the conference were Women and Work Participation, Why Non-Traditional Livelihoods Disrupt the Gender Norms of Work, Creating an Enabling Environment and Gender Sensitive Markets for Sustaining Women at the Workplace – particularly women from diverse and marginalised contexts - and advocacy to reach the last first through the lens of Sustainable Development Goals (SDGs).



Empowerment is the process to enable marginalized groups to know, ask, act, achieve and perform- we call this KAAAP. Networking among political and civic community and peoples' movement is the key to achieve, act and move ahead.

Binda Pandey
POLITICIAN,
COMMUNIST PARTY OF NEPAL
Key Note Speaker for Day 2





Non-traditional jobs can change a woman's view of what she can do, as well as the perceptions of those around her (family, partner, children), including employers and clients. In this way, increasing the number of young women in non-traditional jobs also shapes norms about what is possible for females, leading to more role models and pathways for younger girls.

Nisha Dhawan
DIRECTOR, EMPOWER
Speaker, Plenary Session



Some of the key issues which emerged from the conference were related to the access to skilling opportunities and jobs for women and providing counselling support to women to negotiate with their families to pursue livelihoods of their choice. The role of government was emphasized in investing substantially in contextual skills training for women and formalizing skills training curriculums, and recognizing and legislating to recognize and redistribute unpaid care work. A charter developed at the conference advocated for the joint role of government, corporate bodies and civil society in creating work environments which are free of sexual harassment, discrimination and social prejudices and to put in place social protection policies and conducive social infrastructure that can ensure women workers in both formal and informal sectors a life of dignity. Only a healthy partnership between government, private sector and civil society can address the challenge of unemployment and underemployment to ensure that no one is indeed left behind.

REACHING 'THE LAST FIRST'
Articulating Key Elements of a Road Map for Decent Work for Marginalized Women

MODERATOR
Jashodhara Dasgupta, NATIONAL FOUNDATION FOR INDIA

SPEAKERS
Rajeev Khandelwal, AAJEEVIKA BUREAU, INDIA
Wenny Kusuma, UN WOMEN, NEPAL
Marissa Wesely, WIN-WIN STRATEGIES, USA
Theo Sowa, AFRICAN WOMEN'S DEVELOPMENT FUND
Gavin McGillivray, DFID, INDIA



BUILDING AN ECOSYSTEM OF SUPPORT
for Sustaining Women at the Workplace

MODERATOR
Archana Dwivedi, NIRANTAR TRUST, INDIA

SPEAKERS
Mary Mwangi, FLONE INITIATIVE, KENYA
Dr. Nandita Shah, AKSHARA, INDIA
Hope Chigudu, ZIMBABWE WOMEN'S RESOURCE CENTER AND NETWORK
Gary Barker, PROMUNDO, USA
Swati Jain, AVON, INDIA



We need employment justice to create jobs for women that are fulfilling, pay equally, and actually bring happiness. The whole system of discrimination should break. Just empowering one or two people is not enough. The need of the hour is to be ambitious and not to compromise.

Theo Sowa
CEO, AFRICAN WOMEN'S DEVELOPMENT FUND



In an environment where men take up care-giving roles equally, women would have many more opportunities to take up non-traditional livelihoods in a more sustainable manner. There is a need to change care dynamics at home because men can do more.

Gary Barker
CEO, PROMUNDO, USA

ENGAGING WITH MEN
Creating Mutually Enabling Alliances

MODERATOR
Shrinivas Rao, AZAD FOUNDATION, INDIA

SPEAKERS
Desmond Lungah, MEN & BOYS FOR GENDER EQUALITY, BOTSWANA
Velusamy Weerasingham, MENENGAGE - SRILANKA
Suraj Pawar, AZAD FOUNDATION, INDIA
Poonam Kathuria, SWATI, INDIA
Gary Barker, PROMUNDO, USA

ACTIVE PARTICIPATION FROM NTL PRACTITIONERS

25 practitioners from 20 countries shared their experiences on 3 parallel panels.



We showed them that we can do construction work in suits and sarees too.

Savita
MAHILA HOUSING TRUST, RANCHI, INDIA



Never give up what you started. You should always keep moving forward.

Mary
NETWORK OF WOMEN IN GROWTH, GHANA



The practitioners also went on a field visit where they visited local NTL initiatives - ETASHA, Swechha India, Feminist Approach to Technology and Chetna - and also took a tour of the Lotus Temple, Lodhi Garden and Humayun's Tomb in Delhi.



transforming experiences into learnings

POLICY ADVOCACY
SUSTAINABLE DEVELOPMENT GOALS 8 & 4
CORE TO AZAD'S WORK ON LIVELIHOODS & GENDER

A PARALLEL EVENT AT COMMISSION FOR STATUS OF WOMEN (CSW) 63 IN NEW YORK



The panel at the CSW 63 parallel event in New York

Azad Foundation in alliance with ASPBAE organized an NGO Parallel Event at the 63rd Commission for the Status of Women (CSW) on 19th March 2019. The panel discussion was titled Realizing Women's Economic Empowerment through Non-Traditional Livelihoods. Moderated by Sarah Green, Senior Policy Advisor - Sexual and Reproductive Health & Rights at American Jewish World Service, the four panelists were Marissa Wesely, CEO - Win-Win Strategies, Zulminarni Hidjazi Arsyad, Founder - PEKKA and President - ASPBAE, Alexa Hassink, Communications Director - Promundo and Amrita Gupta, Program Director - Azad Foundation.

Shrinivas Rao from Azad Foundation shared the highlights of Azad's work and its impact on SDG 8 and SDG 4 at the Preparatory Meeting to the Asia Pacific Forum on Sustainable Development (APFSD) held in Bangkok on 23rd March. APFSD is the intergovernmental mechanism that reviews the progress of the implementation of the SDGs in the Asia Pacific. Azad was invited to this meeting by Asia South Pacific Association for Basic and Adult Education (ASPBAE).

Dolon Ganguly and Radhika Samaradivakera from Azad Foundation presented a talk at the SDG 5 conclave on improving economic participation of women organised by the Government of Andhra Pradesh in association with National Foundation of India on 19th and 20th December 2018.

Azad contributed a chapter on the review of SDG 8 titled 'Decent Work and Economic Growth in the South Asia with Specific Focus on India' to the book *Tackling Challenges to Achieve SDGs in South Asia - Perspectives* edited by Asia Pacific Regional CSOs Engagement Mechanism (APRCM).

Meenu Vadera from Azad presented a talk on School to Work Transition at the 4th Asia Pacific Meeting on Education 2030 in Bangkok and focused on Sustainable Development Goal 4.3 and 4.4 on 12th and 13th July 2018. She also represented the voices of civil society on Sustainable Development Goal 8 (sustainable inclusive economic growth, productive employment and decent work for all) at the United Nations Economic and Social Commission for Asia and the Pacific (ESCAP) held in New Delhi on 4th and 5th October 2018.



Azad Executive Director Meenu Vadera speaking at APMED 4 at Bangkok in July 2018

Dolon Ganguly, Programme Director, West Bengal, Azad Foundation sharing Azad's work at the Learning Exchange Workshop on Access to Decent and Skilled Work held on 27th to 29th November 2018 in Jakarta



a growing NTL network



The network members at the Annual General Body Meeting held in Bhopal in August 2018

An NTL network that had been seeded by Azad in 2016 has grown into a 29 member strong group this year. The network is dynamic and inclusive, and has actively worked to advocate for policies which are geared towards eliminating the gendered division of labour in the workforce.

During the annual meeting in August 2018, the members collectively worked on the advocacy issues which the network is taking forward. In order to enhance each other's understanding in the field of NTL and to learn from each other, the network has also planned learning journeys between its members in order to build internal capacity and further the spread of NTL and the ideas around it.

RESEARCH UNDERTAKEN IN 2018-19

study to enumerate return on investment for Women on Wheels

Azad undertook an evaluation study of the Women on Wheels program conducted by an independent evaluator. A quantitative evaluation of the program was undertaken to test whether the Return on Investment (RoI) makes it financially sound in addition to being socially relevant. The study indicated that patriarchal barriers are very significant. The majority of the women face opposition from families as driving is not generally considered a profession suitable for women. Out of every 100 women that Azad reaches out to, 7 enroll into the program. Therefore, a considerable investment is made to counter the patriarchal, religious and economic

barriers to women's participation in the labour force and to assist women from resource poor families to enter a profession that is traditionally a male domain. Azad does this through community level mobilization as well as evidence based policy advocacy. However, even with this investment, the estimation of the Internal Rate of Return (IRR) for the Women on Wheels program is 25 percent, which is well above the market rate for return on capital investment. This indicates that the Women on Wheels program is both cost effective and ensures social gains.



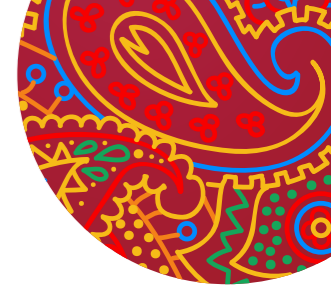
sakha

our employment partner

SAFE AND RELIABLE TRANSPORT FOR WOMEN BY WOMEN.
Now available in Delhi NCR, Jaipur, Kolkata and Indore.



TESTIMONIALS



133

women provided with employment opportunities in 2018-19

850+ WOMEN PROVIDED WITH EMPLOYMENT OPPORTUNITIES SO FAR

200,487

safe rides in 2018-19

1 MILLION+ SAFE RIDES PROVIDED SO FAR

18,600+

foreign travellers provided with safe transport

INR 76,320,00

\$1,106,087

Cumulative income generated by 850 women drivers working with Sakha and in private placements



BREAKING GROUND

IN COMMERCIAL CAB SERVICE

8 pink cabs were launched with the support of the West Bengal Government under the Gatidhara scheme in February 2019



WHAT SAKHA OFFERS

AIRPORT & STATION PICK & DROP
24X7 AVAILABLE IN DELHI, KOLKATA AND INDORE

INTRA-CITY CAB HIRE SERVICES
IN DELHI, KOLKATA AND JAIPUR

SHORT TERM CHAUFFEUR SERVICES
- ON DAILY OR WEEKLY BASIS
AVAILABLE IN DELHI, KOLKATA, JAIPUR AND INDORE

SPECIALLY CURATED CITY TOURS & EXPERIENCES
AVAILABLE IN DELHI

FEMALE CHAUFFEUR HIRE ON ANNUAL CONTRACT BASIS
AVAILABLE IN DELHI, KOLKATA, JAIPUR AND INDORE

OUT-STATION TOURS
BETWEEN DELHI, AGRA & JAIPUR



In 2018, Sakha drivers provided a transfer service to over 4000 G Adventures travellers in Delhi and Jaipur. With 64% of the travellers being women, many of whom are visiting the country for the first time, being able to provide travellers with peace of mind with regard to their safety upon arrival to India is crucial. Beyond that, travellers get to be part of something bigger - a cultural movement that is bringing more women into non-traditional livelihoods, and challenging our expectations of gender norms.

Planeterra Foundation

AN NGO CONNECTING SOCIAL ENTERPRISES TO TOURISM



I would like to thank you for the superb service provided by Sakha! Everyone was pleased with the professionalism and politeness of the drivers and how punctual they were. Big thanks to all of you for your support through our additions and cancellations. We really appreciate it!

Tanvi Mishra

CORPORATE CLIENT FROM EMPOWER INDIA



Khushi was my driver in Delhi tonight and boy, was I ever thankful for her. Once we connected, she got me from airport to hotel in a breeze. We bonded over our love for pizza. She knows how to navigate through what appears to me as insanely chaotic traffic while remaining as cool as a cucumber. All this while driving stick, mad props. Thanks for helping me feel safe as a fellow sister. She empathized and understood what I may have been feeling as a female visiting a foreign country. Your fierce independence and the journey to your profession is an empowering story indeed.

Joyce

A WOMAN TRAVELLER FROM CANADA



FLYING HIGH

US Embassy's workforce consist of 3 Sakha drivers - Rakhi, Geeta and Shanti



Poonam, standing with her colleagues, is the first female driver in India to be employed by UNICEF

institution building

THEMATIC TRAINING

A 6 day training of trainers for Azad's mobilization staff and coordinators was organized in Kolkata in May 2018. A total of 28 people were trained on the techniques of mobilisation including survey taking and conveying the correct message to communities.



A training of trainers was organised for technical trainers and training coordinators of Azad in Delhi in August 2018. 26 trainers were trained and assessed in areas of the use of Google Maps for navigation, technical aspects of Learner's License and Permanent License exams.

LEADERSHIP TRAINING



The planning meeting/design workshop of the Leadership Academy was held in Colombo, Sri Lanka, from 21st January to 26th January 2019. Six organizations - Anandi, Yuva, Janvikas, SAATH, Quest Alliance and Azad Foundation - met to design the Leadership Academy which they take forward in order to nurture future leaders. In the year 2019-20, Azad Foundation will implement the Academy with its partners and partners of the NTL Network in order to build capacities of the second line leadership to take up more challenging leadership roles.

STRENGTHENING GOVERNANCE SYSTEMS

In 2018-19, Azad Internal Complaints Committee received and led an enquiry on one case under the purview of sexual harassment at the workplace. The inquiry led to the transfer of the perpetrator in question.

A training session on Child Safeguarding was held in Delhi with 30 participants in March 2019. One case of child abuse was reported to the Child Protection Committee and immediate action was taken. The case was referred to HAQ Centre for Child Rights and counselling for the child in the case is presently continuing.

Training sessions on POCSO and Sexual Harassment Act were held in Delhi and Jaipur in April 2018.

TRAINING ON SELF DEVELOPMENT



I was provided an opportunity to interact with people/practitioners from diverse cultural regions of South Asia-Pacific. It was quite fascinating for me to know that every individual is a global citizen. I also had an opportunity to understand various global issues, especially in the context of SDGs.

SURAJ

PROGRAM MANAGER FROM AZAD WHO ATTENDED THE BASIC LEADERSHIP DEVELOPMENT COURSE IN NEW ZEALAND

5 programme officers from Azad participated in Self Development Labs organized by Indian Society Applied Behavioral Science Labs in Bhopal and Delhi in September 2018.

Time Management sessions facilitated by Meeta Vadera were held in Delhi for Azad employees in September and October 2018.



INSTITUTIONAL EVENTS



Azad launched the Ram Mohan Scholarship to assist single women in completing their WoW training on 27th July 2018. The trainees were awarded scholarship cheques by Geeta Ram Mohan - his wife, Nandini - his daughter, Nikhil - his son and Lena - his daughter-in-law, along with Gauthami and Nandini Narula who contributed to the scholarship fund.



A joint retreat from 3rd to 8th May 2018 saw the Azad and Sakha teams head to Manali to reflect on 10 years of the organization and to plan for the future.



WE EXPRESS OUR GRATITUDE TO

Alka Sharma
Amit
Amitava Mukherjee
Amitesh Dutta
Anita Mathur
Anuradha Gupta
Anurag Sehgal
Anuvinda Varkey
Apurva Dalal
Arjun Kandoth
Arti Rajkumar

Arun Kumar
Ashish Dholakia
Bhaskar Joshi
Bhupesh Nidhi
Danielle Gilbert-Richard
Deepa Mardolkar
Dhruvil Hinsu
Elizabeth Beldock
Fenil Kavathia
Gagan Mittal
Garima Singh

Geetha Ram Mohan
Gita Pujari
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Jonathan Green
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AMERICAN
JEWISH
WORLD
SERVICE

C&A Foundation

FUNDRAISER EVENT queen of rock



The 2018-19 fundraiser edition, *Queen Of Rock*, a musical theatrical was based on the music of the legendary band Queen. Produced by director, producer and scriptwriter Ritu R. Chandra and organised by Azad Foundation and Sakha Consulting Wings in association with CAPED at Kamani Auditorium from 30th November to 2nd December. The performances over three days kept an audience of over 1450 people enthralled. A big thank you to all the supporters and well wishers who helped make this fundraising event a success.



Madeline Taylor
Madhu Jayakumar
Manisha Naryal
Manjari Magan Sharma
Manjira Dutta
Mansi Jain
Naga Nadini Dasgupta
Nandini Ram Mohan
Nidhi Gupta
Nidhi Phugat Singh
Nidhi Raj Kapoor
Nikhil Narayan
Nikita Vaidya
Nikolas Loannou
Nivedita Gupta
Noorin Sultana
Peter Nicholls
Priya Gupta
R N Chakravorty

Rajan Wadhawan
Ramya Chandramohan
Ranu Kayastha Bhogal
Revada Raviteja
Ritha Shetty
Ritu Kumar
Ritu Mal
Ritu Rekha
Rohit Bhasin
Rohit Kalia
Roopendra Narayan Chakravorty
Safiya
Sanish Magon
Sanjay K Pandey
Sankarsh
Sarah Ahmed
Senthil Anantharaman
Settihalli Basavaraj
Shilpa Saxena

Shrinivas Rao
Sridevi Sharma
Srikrishna Iyengar
Srividya Shankar
Sumit Chum
Suneeta Dhar
Supriya Dutt
Sylvia Liew
Tangudu Neelakantha
Tanvi Anirudha Modak
Tanya Kapoor
Tejaswinee Jhunjunwala
TP Bhatia
Trivehd S Prasant
Uday Nath
Veronika Miskech Fricova
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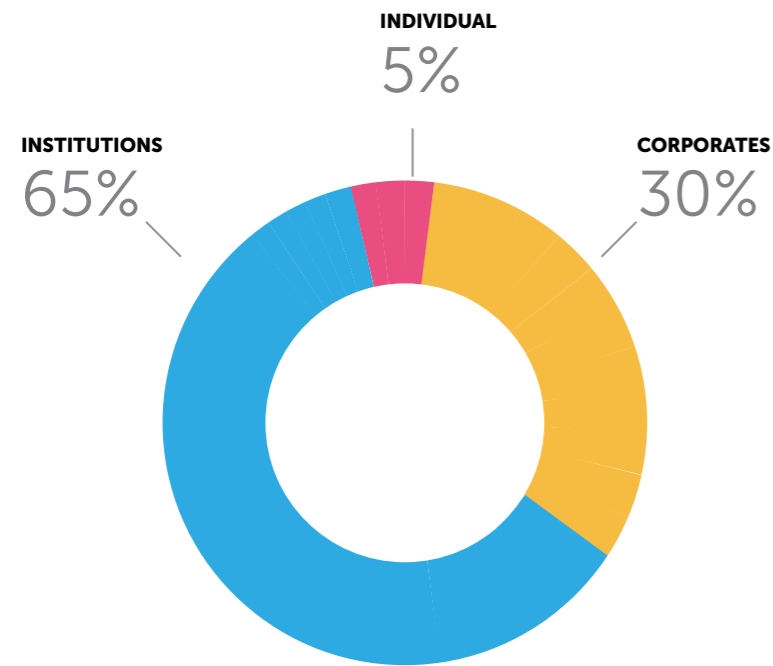
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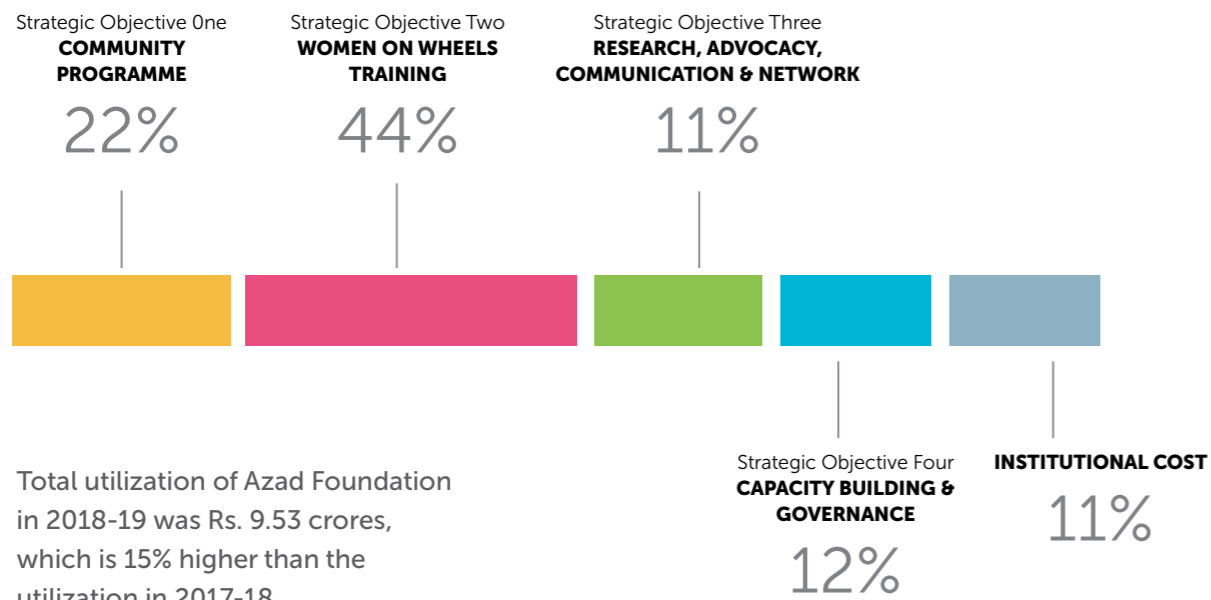
Kingdom of the Netherlands

income



Gross Income of Azad Foundation in 2018-19 was Rs. 10.02 crores, which is 20% higher than the Gross Income in 2017-18

utilization



Total utilization of Azad Foundation in 2018-19 was Rs. 9.53 crores, which is 15% higher than the utilization in 2017-18.

breaking news

Celebrating women on wheels

Commemorating 10 years of Azad Foundation and Sakha Cabs' journey, more than 400 women chauffeurs, all alumni of their 'Women on Wheels' programme, came together at the Alumni Meet 'Jashn-e-Karwan' in the Capital.

By Agasthena Narayanan On Nov 1, 2018

Women chauffeurs – a term that wasn't even an idea in the minds of people became a reality when Meenu Vadera, a feminist and a social entrepreneur, pioneered the concept of 'Women on Wheels', in May 2008.



Azad Foundation and Sakha Consulting Wings celebrated 10 years of their journey.

Equipping resource-poor women with knowledge and skills for them to earn a "livelihood with dignity", 'Women on Wheels' programme by professional feminist organisation Azad Foundation and its strategic employment partner Sakha Consulting Wings helps in placement of drivers in order to create a safe and reliable transport for women by women.

Cut to October 2018 – commemorating 10 years of their journey, more than 400 women chauffeurs, all alumni of Women on Wheels programme, came together at the Alumni Meet 'Jashn-e-Karwan' at NCU Auditorium, New Delhi.

Meenu Vadera, founder of Azad Foundation, was awarded the **International Inspiration** at the IBM iX Everywoman in Travel Awards in London in November 2018.



Business Standard

Huge potential to employ women in non-traditional livelihood options: Experts

SAN | New Delhi | January 26, 2019 | Last Updated on 10:44:52

There is a huge potential to employ women in non-traditional livelihood options, including creative workers, electricians, and auto mechanics, experts suggested at a conference during an international conference on 'Shaping New Traditional Livelihoods' held in the Metropolis.

The conference, organised by Azad Foundation, experts in practice and knowledge creation for women and non-traditional livelihoods (NTL), released a report titled 'Shaping New Traditional Livelihoods: A Roadmap for the Metropolis'.

System from Africa, 'World Water Council, Madhya Pradesh, Karnataka, and Maharashtra shared their experiences on how they engaged in NTL, shaped their lives.

In a statement, the Foundation said that 57 per cent of the Indian women workforce in the informal sector were not aware of their own skills and that participation of women in the informal sector has declined from 19 per cent to 17 per cent in the last two decades.

"More than 1,000 women have been empowered by Azad Foundation and Sakha to become entrepreneurs in the transport industry as chauffeurs. This also includes DTC, auto-rickshaw drivers and UPI, taxi services, among others," it said.

The Foundation also said that there was a huge potential to employ women in non-traditional livelihood options.

"The First International Conference on non-traditional livelihoods addresses issues of gender discrimination and work-based violence against women and girls across Asia and particularly India. Participants are discussing the gender and potential of making women entrepreneurs to get into non-traditional livelihoods," said Meenu Vadera, Founder and Executive Director, Azad Foundation.

"In India predominantly, the situation (concerning women's workforce participation) is changing with only 17 per cent women engaged in the productive workforce," Vadera said.

She also said the strong condition of Indian poor women and gender division of labour at home and production relations of their work women can be outside their homes but restricted their ability to work outside as entrepreneurs (etc) and create a livelihood environment for themselves and their families.

"With the conference, we aim to appeal to Indian policy makers to consider NTL as having a significant potential for engaging today's resource-poor women to get livelihoods with dignity", she added.

Speakers included Rajni Khanna (Professor of Economics, Jawahar Institute of Postgraduate Studies), Shree Khanna (CEO, Women Empowerment in Travel), Manoj Wadley (CEO, Women's Empowerment, UN), Shree Venka (CEO, All India Women's Development Fund), among others. Detailed covers about the working conditions of resource-poor women were also with special focus on the Indian context.

The first day conference will end on Friday.

THE OPTIMIST CITIZEN

A DECADE-OLD FEMINIST ORGANISATION WHICH LAID THE FOUNDATION OF FEMINISTIC PRACTICES IN INDIA

A professional feminist organization enabling resource-poor women to empower themselves by engaging them in viable non-traditional livelihood options.

Optimist Citizen is a leading feminist organization in India, which has been instrumental in the empowerment of women through various initiatives. The organization has been active in the field of women's rights and social justice for over a decade.



Women on Wheels beating patriarchy and steering their own lives

Women on Wheels is a professional feminist organization that has been instrumental in the empowerment of women through various initiatives. The organization has been active in the field of women's rights and social justice for over a decade.

Building and empowering Feminist Men

Building and empowering Feminist Men is a professional feminist organization that has been instrumental in the empowerment of women through various initiatives. The organization has been active in the field of women's rights and social justice for over a decade.

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