

# **BHUMIKA WOMEN'S COLLECTIVE**



## **Annual Report**

**2020-2021**

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## ABOUT BHUMIKA WOMEN'S COLLECTIVE

Bhumika Women's Collective has been working in the area on Violence Against Women and Girls since past 26 years (registered in 1995) with main office at Hyderabad.

**Vision:** Promoting Violence Free Lives for Women and Children in Telangana and Andhra Pradesh.

**Mission:** Bhumika's focus is on gender equality, and women and children accessing their rights through advocating a life of dignity and justice.

### Objectives of Bhumika Women's Collective:

- To support women by providing counselling in health, legal, psychological and social issues
- To enable women to take informed decisions to lead a life with dignity
- To empower adolescents to emerge as sensitized second generation and evolve as peer leaders
- To sensitise and educate young generation to evolve as gender sensitive volunteers to address issues of violence against women and children
- To create a common forum for network of academician, activists and students from different fields by organizing discussions, seminars and workshops
- To build a centre for resource facility in pursuance of the above objectives
- To also undertake publication of occasional research papers and booklets.

### Organizational Profile

Legal Status	: Registered under AP Societies (Act I of 1350 F)
Registration No.	: 78/95
Income Tax Registration No.	: F No.DIT(E)/HYD/12A/28(02)/07-08 (Under 12 (A))
Income Tax Exemption	: F No.DIT(E)/HYD/80G/28(02)/07-08 (Under Section 80 G)
FCRA Registration No.	: 010230508
Permanent Account No.	: AATB6590L
Registered Office Address	: HIG-II, Block-8, Flat -1, Baghlingampally, Hyderabad – 500044
Auditors	: K SUSHEELA &Co.,
Bankers	: Canara Bank, Narayanaguda, Hyderabad

## BHUMIKA AT A GLANCE

Bhumika runs a Helpline for Women in Distress (1800 425 2908) from 2006 which is first of its kind in the State. It functions round the clock 24/7 hours to support the girls and women in distress.

We run Support Centres for Women in distress, located in Women Police Station, Karimnagar; Women Police Stations - Gachibowli, Saroornagar, Alwal & Uppal, Hyderabad in Telangana State; Women Police Station, Labbipet, Vijayawada and Rajahamahendravaram; and Govt. Hospital, Rampachodavaram of Andhra Pradesh State. The Support Centre in the interest of women try to sensitize their men and family members, negotiate for ending violence and empower women through counseling to access their rights.

With these interventions, Bhumika has reached to more than 76,000 women and girls across both the states of Telangana and Andhra Pradesh. They were provided with support (Counseling, giving information, explaining about rights and provisions related Acts - in specific about Protection of Women from Domestic Violence Act 2005, available Support Systems, and Free Legal aid.

Bhumika is working in with the 16 urban communities and students in 16 educational institutions by creating awareness and sensitizing them in maintaining gender equality, women and children rights and empowering them towards violence free society. Bhumika has initiated a Mobile Library for spreading knowledge, empowering women, adolescents, youth and the community through literary skills.

Bhumika is having a network of Volunteers and panel of Advocates. A State level forum with like-minded NGOs is also facilitated by Bhumika and focusing to strengthen the capacities of the forum to transfer the skills to the grassroots functionaries and reach to women and girls.

Bhumika is advocating with the Government for proper implementation, influencing Policy changes and budgetary allocation for the PWDV Act, 2005, and building a Civil Society Alliance at the State level. For the purpose of improving gender perspective and sensitization among the personnel of line departments, Bhumika organize trainings to all the stakeholders under the PWDV Act, 2005 viz., Police, Judiciary, Department of Women and Child Development and Shelter Homes.

Bhumika is also engaged in counseling the offenders caught by SHE Teams (Telangana State Police), an initiative to keep a check on eve-teasing / public violence. The offenders are

counseled in the presence of their parents / family members. Through counseling, the counselors try to make the offenders sensitized on the impact of violence against girls and women; make them aware of the stringent punishments under the recent Acts; motivate them towards concentrating on their studies / career; improve family's situation and contribute towards a violence free society.

Bhumika has been operating 2 One Stop Centres (SakhiCentres) in Karimnagar and Rajanna Siricilla districts, Telangana in collaboration with the Department of Women Development and Child Welfare and with the technical support of Tata Institute of Social Sciences, Hyderabad.

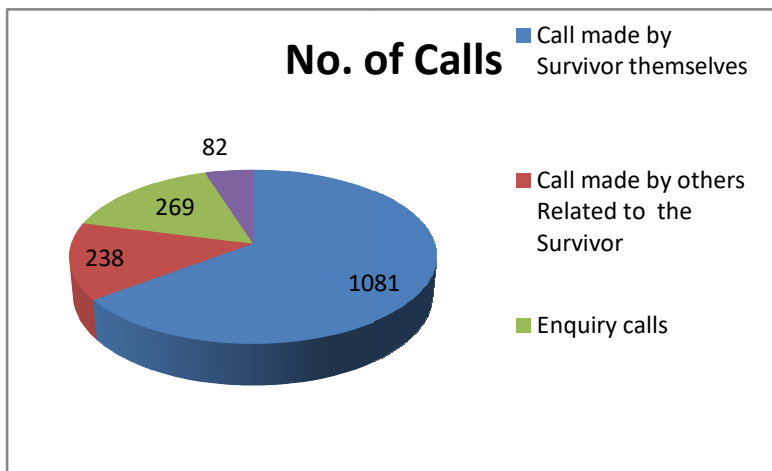
Bhumika's focus is also on prevention of early and child marriages by empowering the adolescents and young people, and sensitizing the community. It also works closely with the line departments and tries to strengthen the capacities of the concerned to ensure an immediate support system to the adolescents for accessing their rights and making their choices.

Bhumika is engaged with Federations (confederation of Women's Collectives at Mandal level) in supporting them mobilize the Adolescent Girls and Young people towards empowerment while strengthening their grassroots structures. Also, engaged with the *Sanghams* (village level women's collectives) and facilitating sustainable livelihoods intervention through collective farming / livestock management in about 20 villages.

Bhumika with the support of Microsoft has set up 2 Computer Skill Training Centres called 'Nipuna' in Hyderabad in 2020 for imparting computer skills to the young men and women from Hyderabad local basthis / communities and are ensured of job placement. They are also provided awareness on social issues.

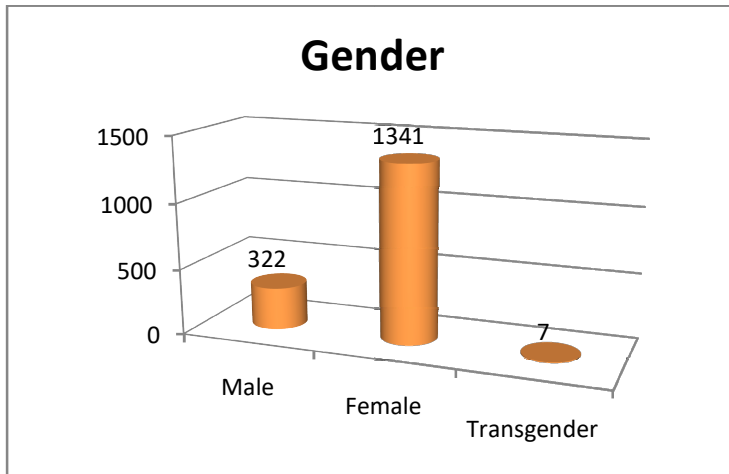
## HELPLINE ANALYSIS

In the period April 2020 to March 2021, there were a total of 1,670 calls on helpline from both the States of Telangana and Andhra Pradesh. This time, due to COVID-19 lockdown, there were enquiry calls with regard to COVID measures, hospitals, related information, Government helpline during the pandemic, request for food, hospital facilities and request to support their families for their survival, livelihoods, jobs, etc.



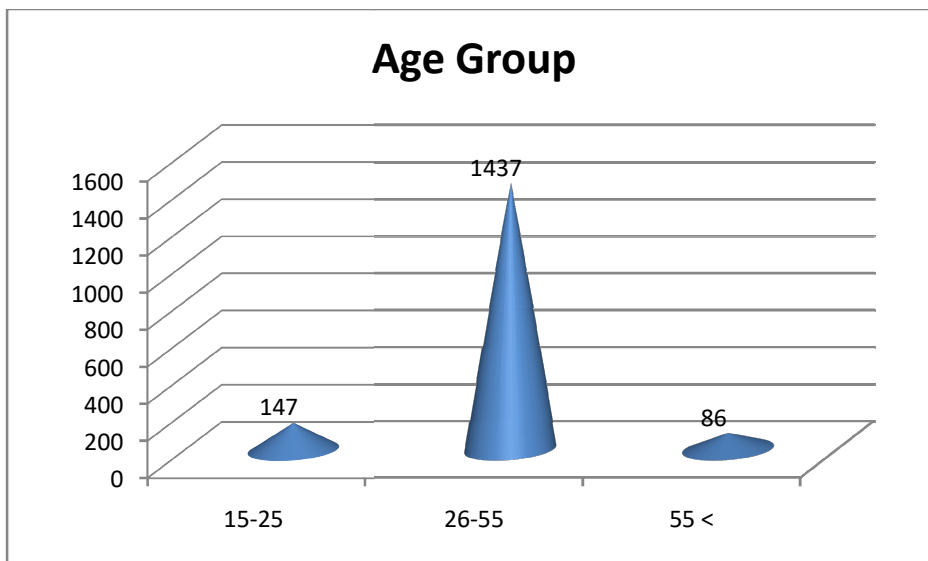
From the graph, it is known that, 1,081 calls were made by the Survivors themselves, 238 calls were made by the relatives of the survivors, 269 calls were of enquiry about the services of Bhumika Helpline and 82 were made by different stakeholders like NGOs, Police, Advocates,

Most of the calls were from the female 1,498 i.e., the survivors and the other persons who called on helpline. But, there are also men of about 337 called on helpline and knew about the services of Bhumika. They were also provided necessary information and in case of the distressed calls, they are informed to make the survivors call on helpline and seek necessary support of counselling, information and referral from the counsellors.



There were 322 male members called on the helpline to discuss about the issue of their family members / friends / relatives. 1,341 were female callers and 7 were calls from transgender persons.

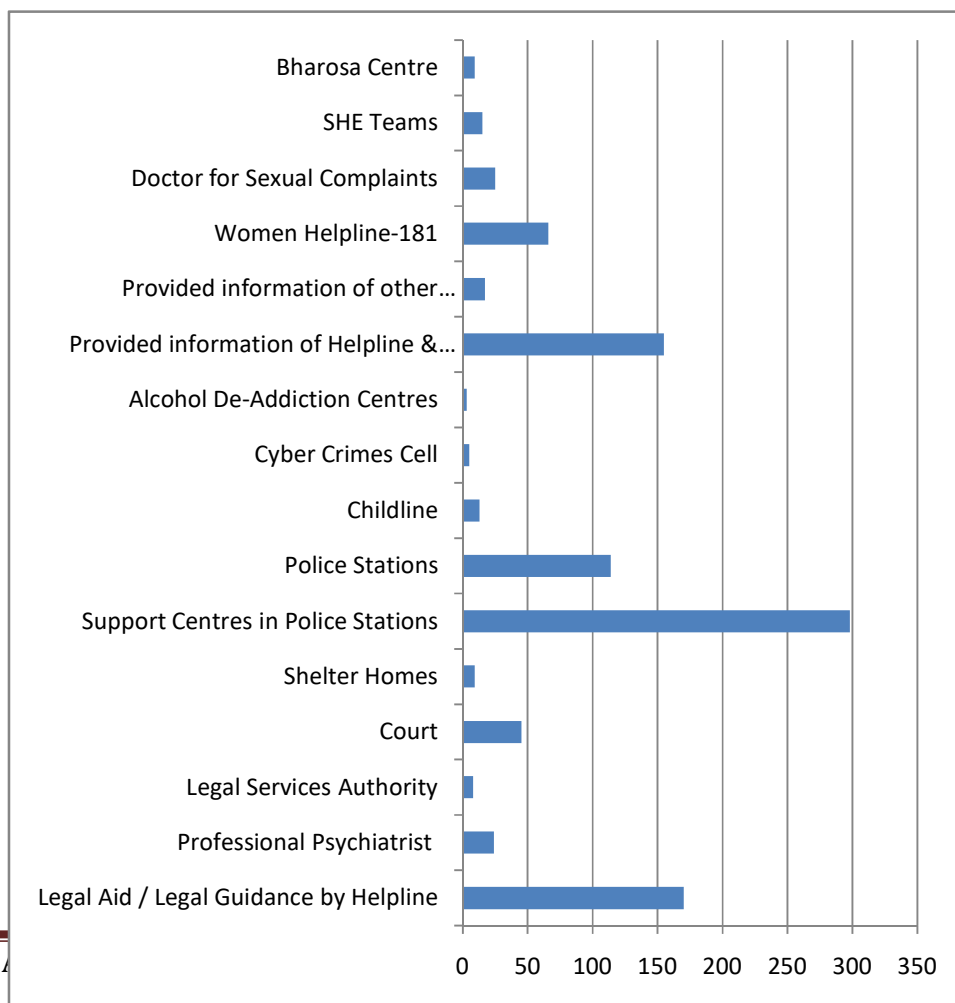
The survivors on helpline called were mainly in the age group of 26-55 years followed by 55 years of age and above and some are in the age group of 18-25 years.



The reasons for calling on Helpline were mostly due to Domestic violence. There were reported the reasons for calling on helpline: 26 due to physical abuse by husband and in-laws, 102 were economic abuse, 165 psychological / emotional abuse, and 8 calls of sexual violence in marriage relationship. 11 complained about dowry harassment, 64 out of marriage relationship, 13 were NRI cases, 43 were of bigamy, 50 calls were regarding getting maintenance from the husband,

48 were violence due to husband alcohol drinking habits, 4 were related love affairs, 61 cases were of property issues, 9 to know the services for the health problems of themselves and their spouse, 19 were complaints of Child Marriages, 12 were of elderly people’s problems, 9 were problems in live-in-relationship, 89 were for free legal guidance. There were also calls from psychologically depressed -37, 16 callers were of suicidal tendencies, 277 were enquiry calls and 236 were of follow up calls on helpline.

In helpline, the violence related calls from the survivors are provided moral support, counselling, build the confidence levels, make them recognise their strengths and suggest the ways for overcoming her violence issues and sort out her life for better situations. The survivors are strengthened by providing information on women’s rights, acts, entitlements, government facilities for safety and protection of women, helplines run by Government, support systems run by GOs and NGOs. During the reporting period, there were also calls from the survivors for supporting during Covid-19 lockdown. The initiation of Bhumika work in the 10 urban slums helped to reach out to more number of domestic violence survivors and created awareness about the role of Helpline in supporting the distressed women.



After the counseling, 565 cases were dissolved on first of crisis and the other were linked to / referred to various support systems. 222 were referred to Sakhi One Stop Centres for filing DIRs under PWDV Act, 2005. 170 were referred to legal guidance by the panel of Advocate at Helpline, 24 for



psychiatric counseling with Bhumika panel member, 8 for Legal Services Authority, 45 to courts, 9 for Shelter Homes, 298 for Support Centres in Police Stations, 13 for Childline, 5 for Cyber Crimes cell, 3 for alcohol de-addiction centres, 66 for Women Helpline (181) and 25 for Doctor for treating with sexual complaints, 114 were referred to local police stations, 15 were referred to SHE Teams and 9 for Bharosa Support Centre of Police. 155 calls were provided information of helpline and services of Bhumika. 17 were provided with information of other organisations/ support systems, etc.

The initiation of Bhumika work in the 10 urban slums helped to reach out to more number of domestic violence survivors and created awareness about the role of Helpline in supporting the distressed women. During Covid-19 lockdown, even the office was closed, the counsellors were alert on helpline attending calls from home. Many of the calls were also linked with Government helpline numbers related to COVID.



## SPECIAL CELLS FOR WOMEN AND CHILDREN

Bhumika run 8 special cells to support Women in distress, located in Women Police Station, Gachibowli; Women Police Station, Saroornagar; Uppal Police Station; Alwal Police Station; Women Police Station, Uppal Police Station and Karimnagar in Telangana State and in Women Police Station, Vijayawada and Women Police Station, Rajamahendravaram and Area Hospital in Rampachodavaram of Andhra Pradesh State.

Special Cells is one of the strategic responses to address the needs of the women facing domestic violence. It is an initiative resultant of the commitment and collaboration between Police Department and Bhumika Women's Collective to address the issues of Violence against Women. The Support Centres are aimed at providing a multi-pronged support required for survivors and complainants of violence, to prevent and counter crime against women and engage with the youth, families and communities on the issue of violence against women. The strategic location of the Special Cell within the Police system helps to create emotional, physical, mental and legal space for the violated women within the criminal justice system. 2 trained, Professional Counselors will be available throughout the day in the Special Cells to provide support to the survivors of Violence.

The Counselors work in coordination with the Police Department. The Special Cell engage to work in building the psychological self of the women, build support system and negotiate with men and their family members in ending violence against women (only towards the interest of the women survivors).

During the reporting period, the survivors supported through Support Centres were 1,175. Among this, 109 were on phone calls during COVID-19 lockdown. The Support centres were closed from 20 March to 20 May 2020 due to lockdown. The Counselors have worked from home during these 2 months. They have done with documentation work, capacity building along with attending On phone counseling to the survivors and respondents and following up the previous cases.

The graph gives the number of calls attended by counselors in both the support Centres during the reporting period. In Uppal support centre, there were a total of 603 cases dealt with and 59 were On phone calls. Among the total calls, 361 are newly registered, 221 ongoing and 21 were of enquiry. In Alwal Support Centre, there were 572 cases and among this, 50 were On Phone calls. 261 were newly registered cases, 166 are ongoing and 145 are enquiry cases.

The above graphs represent the number of counseling sessions in each of the Support Centres. On the whole, 992 individual counseling sessions were held with the survivors, 854 with respondents, 824 were couple / joint sessions with respondents and survivors, and 120 were group meetings / sessions with Family members of both the parties. Immediately after application is received at the Support Centre, the Counselors listen to the survivor, make them comfort through moral support and provide counseling to strengthen the survivors in handling their issues. They are suggested different ways for sorting out their problems and overcome their grief and agony. As per the interest of the survivors, negotiations is made with the marital / natal family members of the survivors and support her through counseling, providing information on rights, acts, entitlements and support systems. The respondents and the family members are sensitized on the violence and its impact on the physical and psychological factor of the survivor, the children and the family. They are also linked with the Panel Advocate for Legal Guidance and Psychiatric help.

21 cases were referred by Bhumika Helpline and 659 were referred by Police. In 47 cases, Counselors engaged the help of police in making the survivor and respondents attend for counseling. There will be about 3-4 counseling sessions based on the nature of the case and attitudes of the respondent and the survivors. After the counseling sessions, 224 cases were reconciled. All the reconciled cases are suggested to put down their terms and conditions and adjust themselves by changing their attitudes and stop violence against their wife. Some cases get reconciled, some take more time for more counseling sessions and some cases are referred to other support systems under PWDVA. However, their confidence level are made to improve and respect the decision making of the survivors.

As such, after the counseling, 38 cases (28 in Uppal and 10 in Alwal) are referred to Sakhi One Stop Centre for filing DIR under PWDVA, 1 referred to Shelter Home, 7 to Legal Services Authority, 76 were referred to Police for FIR, 24 to Court for filing Divorce, Mutual Divorce and Maintenance cases. 1 was referred to CWC. 123 were referred to Legal guidance by the panel advocate, 63 for psychiatric help, 54 for de-addiction centres. Depending on the case, regular follow ups are made on phone calls and home visits. The Counselors also visit different institutions for rapport building and to provide linkages.

During COVID-19 lockdown, in Alwal Support centre - A survivor had decided to proceed legally and hence she was linked to one of the panel advocates of Bhumika for availing legal guidance. Two survivors had decided to file case and approached the police station and one survivor was informed to take the support of Dial 100 as the respondent was abusing her physically and verbally. 8 survivors were supported with supply of essential provisions as they were financially poor and lost their livelihoods due to lockdown.

In Uppal – 8 survivors had made the respondents avail counseling from the Counselors over phone. The respondents were sensitized and supported in realizing the gaps in their relationship. A survivor had approached Police Station and availed police support. The Police counseled her husband and in-laws. 2 survivors were supported with financial assistance and dry ration support as they were left in their natal house and even made to feel burdened by their natal family members.



# GENDER SENSITIVE STRUCTURES IN HYDERBAD

## Awareness Campaigns in Urban Slums:

Regular basthi meetings (Community meetings in each slum) are being held by the Field Co-ordinators in all the 10 basthis. As part of the meetings, the participants were informed about the work of Bhumika in supporting the distressed women through helpline and Support Centres/Special Cells. The women are made to open up their issues if any and made comfortable. The issues brought up were directed to call on Helpline and seek support of the Support Structures.

Even though there was a difficulty among the community members in the first year of the project, slowly and due to regular rapport, the women are now readily discussing on the reasons for GBV, reflecting on their personal lives how they are facing violence / abuse from their childhood to till. The women are able to support and motivate themselves to share and discuss in the basthi meetings. They are being collectivised for discussing their issues, supporting among themselves or approaching support centres run by Bhumika. Not only this, they are able to think of the children's, particularly girls issues and extend their support.

## Trainings to women, Youth Boys and Girls:

*Trainings to Women:* 4 Trainings were held to 93 women of Bhagatsingh nagar, New Achaiahkunta, The External Resource Persons were Ms. Jyothsna, Free Lancer and other staff within Bhumika.

Sl. No.	Date & No. of Days	Resource Persons	Basthi / Slum Name	Participants		
				Female	Male	Total
1	10-02-2020 1 Day	Ms Madhavi, Counselor (Internal Resource Person)	Bhagatsinghnagar I	30	0	30
2	13-02-2020 1 Day	Ms Jyothsna A, Free Lancer (External Resource Person)	Nagamaiahkunta	24	0	24
3	15-02-2020 1 Day	Ms Padma, Counselor & Ms Malathi, Counselor (Internal Resource Persons)	Bhagatsinghnagar 2	20	0	20
4	18-02-2020 1 Day	Ms Sudha, Counselor (Internal Resource Person)	NTR Nagar	19	0	19

		Total	4 Trainings - 4 Slums	93	0	93
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The resource persons had made efforts to make the participants understand the term violence and its different forms and the need for equality. The concept of gender, GBV, what are the remedies and how to address their issues, Government and NGO's Supportive Structures, its accessibility, etc. The women too shared different concerns like suspicion, restrictions on their mobility, physical abuse and dowry harassment, etc. The women were then informed about women's rights and the Protection of Women from Domestic Violence Act, 2005. The reliefs like right to residence, protection, children's custody, return of gifts and articles given at the time of marriage, medical support, right to maintenance were explained to the participants. They were also told about the role of Sakhi Centres in filing domestic violence cases for claiming the reliefs.

They were informed about the availability of other support systems and their role which includes Bhumika Helpline, Women Helpline-181, Dial 100, SHE Teams, district legal services authority, shelter homes. The women expressed that they feel confident to gain knowledge about the protection laws and support systems available to them and asked for more input sessions.

***Trainings to Youth Boys and girls:***

Sl. No.	Date & No. of Days	Resource Persons	Basthi / Slum Name	Participants		
				Female	Male	Total
1	05-01-2020 1 Day	Ms Saraswathi, Free Lancer (External Resource Person)	New Achaiahnagar	20	0	20
2	05-01-2020 1 Day	Ms Saraswathi, Free Lancer(External Resource Person)	Bathukammakunta	18	0	18
3	16-02-2020 1 Day	Ms Padma, Counselor & Ms Pravallika, Counselor (Internal Resource Persons)	Bhagatsinghnagar II	12	0	12
4	16-02-2020 1 Day	Ms Madhavi, Counselor (Internal Resource Person)	Bathukammakunta	22	0	22

5	20-02-2020 1 Day	Ms Shanthi, Counselor & Ms Rajeswari, Counselor (Internal Resource Persons)	Nagamaiahkunta	18	0	18
	TOTAL	5 Trainings	5 Slums	90	0	90

5 Trainings in 5 basthis / slums were conducted with Youth Girls during the reporting period. The Resource Persons were Ms. Saraswathi, Free Lancer and Internal Resource Person, within Bhumika. The trainings methodology was in an interactive way, group discussions and group presentations. There were 90 girls participated in the trainings. The topic covered in these trainings were: Concept of Gender, gender and health with a focus on adolescent health, issues and problems faced by adolescents, physical and behavioural changes, puberty, safe & Unsafe touch, Equality, VAW, Myths & Misconceptions for gender discrimination, impact of social media, use of technology, access to support systems, promotion of rights, gender discrimination, impact, gender based violence within and outside home, support of family and society, rights, acts, support structures, complaint mechanisms, etc.

When asked about their issues, the youth expressed that most of them were not able to pursue higher education due to various reasons which include girls facing sexual harassment at public places, lack of financial support from the family, ignorance about the available opportunities, poverty, etc. The girls expressed that, they have never been in deep discussions and with these trainings being participatory, they are feeling free to express and participate.

Wall Writings:

In part of Awareness generation among the communities, wall writings were made in all the 10 project basthis during November 2020. Public hotspots were identified in the basthis where huge people and regular meetings of the people take place. In those places, information on: Bhumika Helpline, Child Line, Police Helpline, Women Helpline, Support Centre numbers, Slogans on Promotion of Women and Child Rights & ending VAW&G, Gender Equality, etc., were written with paints. The purpose is to make aware the larger spectrum of society on GBV, Support systems and ready to access.

### **Awareness Campaigns in Educational Institutions**

#### **a) Trainings to the students in educational institutions:**

Training was conducted with 89 girls in Zilla Parishad Girl's High School, Rajeev Gandhi Nagar. The students of class 8<sup>th</sup>, 9<sup>th</sup> and 10<sup>th</sup> were trained on Gender Sensitization, understanding gender inequality and discrimination. The trainings were held in interactive mode. The students were made to understand the need for gender equality, discussed their issues which include gender discrimination within their families, child marriages, its causes and ill effects, the effects of social media and technology, sexual abuse against children etc. They were also informed

about Child Rights, the protection laws and support systems available for children. The students participated proactively and expressed their views. They were also informed about Bhumika and support systems. The following are the details:

Sl. No.	Date & No. of Days	Resource Persons	School Name	Participants		
				Female	Male	Total
1	17-02-2020 Half Day	Ms Suneetha, Free Lancer (External Resource Person)	Zilla Parishad Girl's High School, Rajeev Gandhi Nagar	89	0	89

#### Training to CBO leaders of 10 slums:

S.No.	Date & No. of Days	Resource Person	Basthi Name	Participants		
				Female	Male	Total
1	11.10.2020 1 day	1. Ms.K.Satyavati, Project Director 2. Ms. Devi, Eminent Speaker & Activist	Women CBO Leaders from 5 Communities in Baghlingampally (5-6 members from each community)	35	0	35
2	04.11.2020 1 day	1. Ms.K.Satyavati, Project Director 2. Dr. Vijaya Bhavani, Project Co-ordinator 3. Ms. Anuradha, Training Co-ordinator	Women CBO Leaders from 5 Communities in Saroornagar (5-6 members from each community)	36	0	36
3	30.12.2020 1 day	1. Mr.Uday Kumar, Judge & Member Secretary, District Legal Services Authority, Ranga Reddy2. Ms. K.Satyavati, Project Director 3. Dr. Vijaya Bhavani, Project Co-ordinator	CBO Leaders from 10 Communities (5-6 members from each community)	57	0	57
	<b>TOTAL</b>	<b>3 Trainings</b>		<b>128</b>	<b>0</b>	<b>128</b>



2 Trainings to CBO Leaders to Women were conducted with 71 women participants on understanding what is CBO, role of CBO, how can the CBOs help, way forward of CBOs, Domestic Violence and how to cope with COVID-19 situations. (5-6 women from each basthi / slum covering all the 10 basthis). The Resource Persons were Ms. Devi, Activist and the Management staff in the project as mentioned in the table above. The methodology of the trainings was in an interactive way. The topics covered under the Trainings were Concepts of gender, gender discrimination, need for CBO, how could the CBO help in promoting rights, support the women in distress and plan for violence free basthis and their way forward to attain this.

1 Workshop on legal awareness to Women CBO leaders was conducted with 57 participants (5-6 women from each basthi / slum covering all the 10 basthis). The topics discussed were introduction of Bhumika, Indian Constitution – Articles on Equality, fundamental rights, Women’s Rights, Human Rights Declaration, Legal Services Authority and its services, Crimes against women and role of CBOs in addressing and prevention of GBV, the provisions of Protection of Women from Domestic Violence Act, 2005, the Sexual Harassment at Workplace Act, 2013, 498A for Dowry Harassment and cruelty and about the support structures that are available for the safety of the women. The Resource Person was Mr. Uday Kumar, Judge & Member Secretary, District Legal Services Authority, Ranga Reddy along with the Project Director and Project Co-ordinator of the project. The judge motivated the women to be alert, ensure their safety and protection inside and outside the home and utilise the services of formal justice system.

**Training to volunteers and advocates of Bhumika:**

S.No.	Date & No. of Days	Resource Person	Target Group	Participants		
				Female	Male	Total
1	8.11.2020 1 Day	1. Ms.K.Satyavati, Project Director 2. Dr. Vijaya Bhavani, Project Co-ordinator 3. Ms. S.Anuradha, Training Co-ordinator 4. Ms. P.Saritha, Cluster Co-ordinator	Volunteers and Advocates of Bhumika	34	19	53

2	29.12.2020 1 Day	1. Ms.K.Satyavati, Project Director 2. Dr. Vijaya Bhavani, Project Co-ordinator 3. Ms. S.Anuradha, Training Co-ordinator	Volunteers and Advocates of Bhumika	37	20	57
		<b>TOTAL</b>	<b>2 Workshops</b>	<b>71</b>	<b>39</b>	<b>110</b>

2 Workshops for Volunteers and Advocates of Bhumika were held with 71 female and 39 male participants on role of volunteers gender, life skills, Interpersonal relations, problem solving & decision making, etc. The agenda of the workshops included the concept of institutions, role and need of Youth Volunteers, team building for positive communication, Trust building, life skills on coping with emotions, Interpersonal Relationship, Problem Solving and Decision making and their way forward. The training was in an interactive way and the Volunteers involved very actively in group exercises and presentations. They were not hesitant and ready to discuss on gender equality issues in the families and be responsible citizens to assist and support the distressed women. They have assured to publicise the helpline number to the distressed women in need. The volunteers and Advocates expressed that they want to participate in all the activities of Bhumika and requested to give the opportunity.

#### **Workshop with Media representatives:**

On 27 December 2020, a day long Workshop for media representatives was conducted with 50 participants (23 female and 27 male). The Resource Persons were Ms.Ambika, Aman Vedika and the project management staff. The group reflected on the issues in media, need for gender sensitive coverage, 16 days of activism against GBV campaign and role of media in sensitizing the public on women issues. Some members joined directly and some connected over online. From Electronic Media: TV9, CNI, ATV, Vanitha TV, Sneha TV, BCCE, TFCWAG and from Print Media: Prajapasham, Eenadu, Sakshi, Janamsakshi, & Writers, few NGO members and staff. In the way forward, the media personnel has assured to maintain gender equality among themselves in the families, workplace and improve their perspective and sensitivity.

#### **Trauma Training:**

A 3 days Training on Trauma was held from 7-9 January 2020 at Henry Martin Institution. Ms. Heike, KKS Coordinator was the facilitator and Ms. Sarithanjali & Ms. Hepsibah were the co-facilitators for the workshop. About 16 Sakhi Staff, 2 Women Police from Saroornagar Police Station, 2 Field staff from SYO, 2 Field Staff & 2 Counselors in Support Centres from Bhumika

and it was a total of 24 participants for the training. The focus of the training was to provide trauma specific knowledge to recognise trauma and post traumatic stress disorders o be able to respond with increased capacity and sensitivity; development of a stress and trauma sensitive approach in dealing with traumatised human beings in consideration of context and gender specific aspects, acquisition of coping strategies for the implementation of trauma sensitivity and promotion of resilience, in particular in the areas of communication, counselling; provision of strategies for self care and mindfulness to protect from secondary traumatisation. The participants were trained on psycho traumatology and neurobiology, the effects of trauma on body, mind and brain, the coping strategies, strengthening of resilience and practical exercises in dealing with traumatized people with emphasis on distancing, reorientation and stabilization.

### **Strengthening of forum at State Level:**

On 18<sup>th</sup> September 2020, a day long State Level Online Meeting was conducted. The Project Directors facilitated the meeting. It was a joint meeting of Bhumika and Sarvodaya. 67 participants (63 Female & 4 male) attended the meeting. etc., Academicians ( Retd. Principals, Working Professors & Retd. Head of Departments, Law College Principals), Writers, Activists, Retired Public Prosecutor, Psychologists, Social Workers, taff from 20 Sakhi Centres in the State of Telangana & NGOs: Chaitanya MS, White Ribbon Civil Society Forum, Anveshi, Mahita, Sannihita, Shaheen, SWARD, Sayodya, Telangana Transgender Samiti, SAFA, MAAKAM in the cadre of Chief Functionary / Director & Project Co-ordinators.

**Mrs. K. Satyavathi** : Welcomed the participants and shared the purpose of the meeting that since last 15 months SYO & Bhumika are working towards promotion of Gender Sensitive Structures at Telangana. Bhumika is working in the Urban slums at Hyderabad and Sarvodaya is working in Rural areas of Warangal.

Before the deliberations, representatives of both organizations shared a brief presentation about the project interventions. The aim of this meeting it to share our intend to constitute a state level forum for addressing women and Girls Issues in a larger spectrum by involving various key stakeholders, professionals, women activists and Gender professionals across Telangana for addressing women issues and to create conditions for Promoting Gender Sensitive Structures at Telangana State.

Mrs. Satyavathi & Bhumika team Shared about the activities being implemented in the 2nd phase for creating Gender Sensitive Structures in urban areas. The Project being supported by Karl Kubel Stiftung, Germany, during the first phase i.e. 2014 onwards Women Helpline and

Support Centers at Police stations in Cyberabad Commissionerate jurisdiction was implemented and in the second phase the community interventions have added along with support for another support centre. Now under Phase- II our project interventions are focusing at Community level and this is the first time that Bhumika is working with Communities, In Hyderabad we are working in 10 Basthis (Urban Slums) , with 5 Basthis in Baglingampally and 5 Basthis in Saroornagar locations.

**Dr.P.Damoder:** Sarvodaya Youth Organization is working in erstwhile district of Warangal. They are implementing various developmental projects for the welfare and development of Communities. The detailed information pertaining to the project on Promotion of Gender Sensitive Structures will be shared in our presentation.

Dr. Vijaya Bhavani presented on Bhumika activities in the project and its progress so far. Mr. S. Kaviraj, Project Manager, Sarvodaya Youth Organisation shared the Project interventions at Warangal Rural and Warangal Urban districts.

After the presentations of Both Bhumika and Sarvodaya requested the participants to share their views and ideas in taking forward the State level Forum initiatives for the promotion of Gender Sensitive structures at Telangana State.

#### **Recommendation of the State Level forum meeting**

- The collaboration with Sakhi centers and also in the context of emerging new trends in technology based crimes more focus needs to be put on young population to address marital counseling and interpersonal relations, now we need to focus more and it is going to change the human relations in bag way in terms of the violence against women. Exhibitionism is increasing where the most intimate moments of bedrooms are being captured and put in the public domain. There is a need to have a collective action form all actors, you as Bhumika and other civil societies and work in a big way, not only in Hyderabad but in all other districts, then we can focus on other gender sensitive structures, and develop strategies to reach out the target who are very active in social media, all working on women issues needs to focus on this aspect, even in recent times there are lots of issues coming up and cases being reported and it is time to act. There is no awareness, at department level all recordings are happening without permissions, hence work should be done at the policy level, to create awareness , on the misuse happening and also the violation of rights of our body all these should be identified and a training module should be developed, all should come together in bring this issues in a big was, now are all taking about in bits and pieces but is should be done collectively
- There is discussion about physical and sexual violence but we also need to focus on livelihoods violence as mostly in marginalized communities, it happens to them as they are vulnerable. Women organizations and sakhi centers are focusing in urban areas, it is not

reaching to the women in rural areas , how to develop structures to address these issues in the village level.

- Through Sakhi Center how awareness is being created, and as SYO Warangal based and Bhumika are partners, through this forum, can work on this issue by involving all NGOs with similar agenda, all can collectively work on the issue and take it to the state level is one of the goal.
- After listening to all the discussion about rural and urban areas, from aman vedika we are focusing on gender sensitization for younger boys and also bringing them to these places and involving them as they have livelihoods skills and thus working with Bhumika.
- The project objectives is very interesting , with this presentation we can understand that what you are doing as Bhumika collective is a good job , not only for the poor but also for the middle class girls and men and boys should join in this activities, it is time to focus on it, even colleges needs to be focused, it is not easy but maybe, there can be collaboration with the people and organizations working in slums and colleges, if capacity building activities and formation of groups can be done, it will be very effective , we need to explore the organization willing to join hands with these two groups and also in the organizations that are ready to work with the State level Forum that is proposed today . Aman Vedika is very much willing to join hands in this efforts, in Rianbow homes, Sneha Gruhas different category of activities should be there for children, youth, boys and girls, for children above 16 there should be groups and they should be equipped to work on these issues in an organized way, it would be useful. If we see the understanding levels their bahaviour of the children of this generation we get scared, they should be made aware of gender concepts and also humanistic aspects . to do this we need lots of energies and lots of efforts are needed, it should be informed work and any decisions either in their lives or our lives we need to consider, also we need to look into aspects like what they think, how they look at the society, for example in the last year Disha case there were multiple responses, most of them said that killing was wrong, how do we tolerate rape, in all these issues there are lots of things that needs to be discussed. It is not that how they look at it if such issues were faced by them but also in general their perspectives, getting partnerships with equal relationships is difficult, not only that awareness about it is also very tough, they are growing children and these are the ones who take our ideas and ideologies forward, hence through this group we need to take forward the existing forums and build upon them, this is one suggestion.
- In shelter homes also there are lots of people with livelihood issues, they should not take up violence and they should not subject anyone to violence, most of the men, very influential, they themselves have committed violence at home, they come to shelter homes after getting subjected to violence, now they are getting exposed, society looks at them very discriminatorily, they get sensitivity but to organize them and take them to next level and bring back harmony in the families. There are possibilities to take it to the families but there is paucity of resources, with your resources, if we can work jointly it would be great
- Has the forum establish, what is the basis and objectives , if planned for too many things there is a possibility of confusion, already there are many groups like JAC, Dilit issues or dalit

adivasi , the proposed forum, there should be clarity on the issues being taken up, what I feel is major issue now is we are moving towards a different kind of culture because of increased communication with availability of internet, in these crimes now women are also party to it, let us not be in a thing that only men are doing crimes, in cases of *Aminpur* and *Bhumi*, in all these cases women are the major stake holders, even in the Visakhapatnam *siromandalam* case. It can be seen in DV, in various issues that are happening, in caste, we can see that the strength to promote inequality has increased. In one way our strength is coming down and their strength is increasing, how to counter this and what are the tools available with us. It is high time to think about it, till now the practice has been activism, how do we increase it what should be the methodology.

- We are working on the violence on women and children at the same time we need to work with youth, after POCSO Act came into existence, in all the elopement cases , either in Sakhi , or WDC or in ICPS, we need to book in POCSO only, even if the elopement is their self choice but still POSCO is applicable, the ratio has increased and the youth are getting jailed for 7 years and after some time if we look back it is like targeting the youth, there is a law and we need to abide by it but at the same time, there is no awareness about it in youth, it has to be taken up otherwise we will have to go to difficult situation. Issues like Child marriages, teen age pregnancies has become a burning issues, along with awareness there is a need for providing life skill education also. We are telling girls but we should emphasize for boys, associations like auto drivers and cab drivers needs to be focused more, we may not be able to achieve it in a short span but it is crucial and we need to take up such type of activities, we need to plan and take it up. We need to reach out to many sections of population and there is a need to act collectively as a forum.
- There are two things, during COVID, violence on transgender has increased, I have raised it in many forums. Another issue, in social media, we have done so much of work and to bring down violence against women but if you see movies in you tube, it can be seen that there are movies where women want rape on them, to which culture are we going to, there is no censoring at all, everywhere we can see crime, it is increasing all the time, you must have seen recently that now there is agitation going on to ban pornography , In India earlier the Indian porn was talked about as Hindu Culture, about the institutionalized violence on women has increased in recent times
- When there are atrocities happening on women and also women of marginalized communities , and vulnerable population, then cultural collapse happens , so we need to think about how the collapse happened , now the present culture is anti-women, this has to be looked into. The need to work as network and team was emphasized and it need to be strengthened , another thing is awareness for activist and staff is needed constantly , because very day there are different types of violence that is seen , in towns and cities , bunch seminars needs to be planned with likeminded people from various fields like police, judiciary, SHG leaders, all, even if they are working or not but to create awareness to them.
- The influence of social media - we need to plan activities with college students in the form of videos and sensitization has to be done, it will have an impact. We need to advocate with Govt, to have these videos in theaters like the ads. Recently some movies have come of

gender stereotyping, we need to strike on it, the ambassadors of Telangana state can talk about it and there will be impact. IEC material like videos and pamphlets needs to be developed, in books also we need to give emphasis on gender statements which are made in our families by elders, the children should start questioning the elders on the scientific reason for the gender statements

- Also, videos on women, is being taken up and just posted in social media, there has to be so regulation on it ,the identity should not be revealed
- From Social Media – whats app and facebook, women are facing lot of violence, we need to think on the strategies to work with it, act has to brought to address it.
- Supreme Court is asking about the regulation in place to the Union Govt, so now the Union Govt. is asking for suggestions so we need to capture this occasion
- Looking at the suggestions given, we need to bring in changes in the strategies, some of them have also mentioned that the work is not sufficient, so at least some of us are working and if we also stop then there will be no one to help . At least some people are getting support with our intervention which we need to increase
- People in poverty, they cannot even feed their own, they tend to put their children in prostitution, the families themselves, if we can bring them to our institutions and give education to them, it will be very helpful, we need to plan for their future by providing education and shelter, extreme poverty and vulnerability leads the families to take this step, another thing is that the society is now very reluctant, they are not willing to support anyone, they think it is not our responsibility, they are not interested in equality and rights, it is a very big issues , there is a need to sensitize many sections of people, we need to look into the issue and the resources available with us, how to extend the network and who to motivate and reactivate, we need to think about.

#### **Action points:**

1. Bhumika shall take a lead in developing the module with the help of experts in the issues, to discuss on issues of working with homes, collaboration with other stakeholders in further meetings, consultations with gender experts, develop strategies to work with different population, evolve relevant strategies to break up gender stereo types.
2. Experts can make suggestions and also share the available resources with them to make a comprehensive document.
3. Sarvaodaya can take the lead in working with the NGOs working in the rural areas and develop strategies to work with them.
4. Bhumika can provide technical support to the developed strategies.
5. Aman Vedia to come up with strategies to work with these children.

Concluding the meeting, Mr. Damodar conveyed thanks to all for giving very valuable suggestions, and also driven clarity on changes needs to be incorporated; hence we shall ensure that in the next meeting we will come up with the strategies to address all the issues.

### Observation of Special Days:

#### a) One Billion Rising Campaign: One Billion Rising Campaign:

On 25<sup>th</sup> February 2020, gracing the occasion of One Billion Rising Campaign, an event was conducted with 120 participants (99 Female & 21 Male) and provided awareness on history of OBR, VAW, Police initiatives for protection & safety of women in the State. 43 from Communities (Male:11, Female:32) 20 NGO Representatives, 28 Police from SHE Teams, 23 Police Margadarshaks, 6 from Sakhi Centre. The Chief Guest was Ms. Sunitha, Deputy Commissioner of Police, Rachakonda. The Project Director, Ms.K.Satyavati & Ms.Usha, Project Co-ordinator were present in the event. The target group were given a brief introduction of Bhumika, Project interventions, History of OBR, this year theme, objective & role of community in ending Violence against women and girls, Police initiatives for Protection & Safety of Women and Girls & Helplines.

#### b) Women's Day:

Gracing the occasion of International Women's Day on 8<sup>th</sup> March, 2020, 4 events were conducted with community women in 4 basthis and 118 women participated. Some games were conducted to the women to motivate them for participation. Prizes were distributed to the winners in the games and a meeting was conducted after each competition. It was discussed about the evolution of Women's Day, its objective, Women's Rights & Acts in brief, reflecting on Status of women and girls, VAW&G status in basthis & role of women in promoting violence free society, etc. The women were very much involved in the games and to know about the Women's day and status of women in the society.

Sl. No	Date & No. of Days	Resource Persons	Basthi	Participants		
				Female	Male	Total
1	07-03-2020 Half Day	1. Dr. Vijaya Bhavani, Project Co-ordinator 2. Ms.Saritha, Cluster Co-ordinator 3. Ms.Manjula, Field Co-ordinator 4. Ms. Dhanalakshmi, Field Co-ordinator	Rajeev Gandhi Nagar	37	0	37
2	11-03-2020 Half Day	1.Ms.Saritha, Cluster Co-ordinator 3. Ms.Manjula, Field Co-ordinator 4. Ms. Dhanalakshmi, Field Co-ordinator	NTR Nagar	36	0	36



3	12-03-2020 Half Day	1. Ms.Saritha, Cluster Co-ordinator 3. Ms.Manjula, Field Co-ordinator 4. Ms. Dhanalakshmi, Field Co-ordinator	Newach aiah Nagar	30	0	30
4	13-03-2020 Half Day	1. Dr. Vijaya Bhavani, Project Co-ordinator 2. Ms.Saritha, Cluster Co-ordinator 3. Ms.Manjula, Field Co-ordinator 4. Ms. Dhanalakshmi, Field Co-ordinator	Nagama iahkunta	15	0	15
	<b>Total</b>	<b>4 Events</b>	<b>4 Basthis</b>	<b>118</b>	<b>0</b>	<b>118</b>

**c) CRC week celebration**

9 events organised at 9 slums (Bhagatsingh nagar 1; Bhagatsingh nagar 2; Ambedkar Nagar; NTR Nagar, Rajeev Gandhi Nagar, Palamuru basthi, Banjara Basthi & Nagamaiah kunta (combined 2 basthis); Bathukammakunta; New Achaiahnagar). Schools were closed and hence conducted with the children in 10 basthis), There were a total of 411 participants (236 girls and 175 boys). The nature of the Program are Games & sports competitions, prize distribution, creating awareness on Child rights and child abuse, CRC week, etc., through art form like drawing, essay writing and poster making.

Sl. No.	Date & No. of Days	Basthi	Participants		
			Female	Male	Total
1	16.11.2020 - 1 Day	Amedkar Nagar	38	25	63
2	16.11.2020 - 1 Day	Palamuru Basthi	19	13	32
3	17.11.2020 - 1 Day	Bhagatsinghnagar 2	17	18	35
4	17.11.2020 - 1 Day	Bathukammakunta	23	8	31
5	18.11.2020 - 1 Day	Bhagatsingh Nagar1	23	21	44
6	19.11.2020 - 1 Day	NTR Nagar	25	18	43
7	19.11.2020 - 1 Day	Banjara Basthi & Nagamaiahkunta	38	32	70
8	19.11.2020 - 1 Day	New Achaiah Nagar	28	21	49

9	20.11.2020 - 1 Day	Rajeev Gandhi Nagar	25	19	44
	<b>TOTAL</b>	<b>9 Events</b>	<b>236</b>	<b>175</b>	<b>411</b>

The Impact of the program:

- Children got awareness on child rights and Importance of CRC
- Building of trust in community and creation of a platform for further activities in the project
- Strengthen Bhumika activities in Slums and schools
- Reached a good number of Children and women groups

**d) Awareness programme on 16 days of activism against gender based violence:**

Basti level programs were organised from 25<sup>th</sup> November to 10<sup>th</sup> December 2020 as part of 16 days of activism against gender based violence. 11 events (10 events 1 in each- in all the 10 slums (Bhagatsingh nagar 1; Bhagatsingh nagar 2; Ambedkar Nagar; NTR Nagar, Rajeev Gandhi Nagar, Palamuru basthi, Banjara Basthi; Nagamaiah kunta; Bathukammakunta and New Achaiahnagar & 1 Culmination event with all with all the CBO leaders & Community Volunteers) . Topics discussed were: different types of violence, available support systems, safety & protection measures. In all these programmes, SHE teams police have participated and paved a positive sign for responding towards women issues. Participants: 358 female & 32 Male in all the 11 events.

SI.No	Date & No. of Days	Resource Persons	Basthi / Slum	Participants		
				Female	Male	Total
1	28.11.2020 1 Day	1. Police from SHE Teams 2. Dr.Vijaya Bhavani, Project Coordinator 3. Ms.Saritha, Cluster Coordinator	Rajeev Gandhi Nagar basthi	22	0	22
2	30.11.2020 1 Day	1. Police from SHE Teams 2. Dr.Vijaya Bhavani, Project Coordinator 3. Ms.S.Anuradha, Training Coordinator	Lambada thanda	21	0	21
3	01.12.2020 1 Day	1.Police from SHE Teams 2. Ms.S.Anuradha, Training Coordinator	Palamuru basthi	34	0	34

		3. Ms. P.Saritha, Cluster Coordinator				
4	2.12.2020 1 Day	1. Police from SHE Teams 2. Ms.S.Anuradha, Training Coordinator 3. Ms. P.Saritha, Cluster Coordinator	NTR Nagar	36	0	36
5	03.12.2020 1 Day	1. Police from SHE Teams 2. Dr.Vijaya Bhavani, Project Coordinator 3. Ms.S.Anuradha, Training Coordinator	Nagamaiahkunta	35	0	35
6	4.12.2020 1 Day	1.Police from SHE Teams 2. Dr.Vijaya Bhavani, Project Coordinator 3. Ms.P.Saritha, Cluster Coordinator	Ambedkar Nagar	20	0	20
7	5.12.2020 1 Day	1. Police from SHE Teams 2. Dr.Vijaya Bhavani, Project Coordinator 3. Ms.S.Anuradha, Training Coordinator	Achaiah Nagar	14	0	14
8	6.12.2020 1 Day	1. Police from SHE Teams 2. Ms.S.Anuradha, Training Coordinator 3. Ms. P.Saritha, Cluster Coordinator	Bhagatsingh Nagar 2	45	0	45
9	07.12.2020 1 Day	1. Police from SHE Teams 2. Dr.Vijaya Bhavani, Project Coordinator 3. Ms.S.Anuradha, Training Coordinator	Bathukammakunta	25	0	25
10	8.12.2020 1 Day	1. Police from SHE Teams 2. Ms.S.Anuradha, Training Coordinator	Bhagatsingh Nagar 1	16	0	16

		3. Ms. Saritha, Cluster Coordinator				
11	10.12.2020 1 Day	1.Mr.Mahesh Bhagawat, I.P.S., Commissioner of Police, Rachakonda 2. Ms.K.Satyavati, Project Director 3. Dr. Vijaya Bhavani, Project Coordinator	CBO Leaders & Community Volunteers from all the 10 basthis (10-12 members from each basthi).	90	32	122
		<b>Total</b>	<b>11 Events</b>	<b>358</b>	<b>32</b>	<b>390</b>

On 10<sup>th</sup> December 2020 the culmination program was organized with Sri Mahesh Bhagwat IPS Commissioner, Rachakonda Police Commissionerate, and Mr. Uday Kumar Secretary The District Legal Services Authority Chairperson. The DLSA Chairperson explained about Human Rights and the violation of the women rights as the violation of Human Rights. The Commissioner of Police has encouraged the women for not accept the violence as a common issue and the right of the spouse to harass the wife. He has explained about various interventions of the police department for protection and safety of women and girls in the state. He informed to download police apps and utilise them during critical conditions.

The meetings were focused on Different types of violence on women, Available Support systems, safety and protection of women and children. Participation of members was quite active and they came up with their own plan of actions to address the issue of GBV.

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## EMPOWERMENT OF ADOLESCENTS'

Bhumika also focus on prevention of early and child marriages by empowering the adolescents' and sensitizing the families and the communities in more than 100 villages. One of the key strategies is to collectivise the adolescent boys and girls and building their capacities to evolve as peer leaders. Another key strategy in this intervention is working closely with the line departments and trying to strengthen the capacities of the concerned to ensure an immediate support system to the adolescents for accessing their rights and making their choices.

- 30 meetings were conducted with Balala Dandu and 443 adolescents have participated. There were discussions on the issues of the adolescents. In the meetings, the discussions were around issues of adolescents & young people, strengthening of balala dandu, working with local governance and evolving as Peer Educators.
- 9 meetings with 119 young married women were conducted in both the mandals. In these meetings the challenges they are facing in their marital life were discussed. The discussions were also held around how they pursue their education after marriage, their goals, gender discrimination, how to overcome the setbacks in marital life, etc. The young married girls are made aware of the helplines, nutrition, safety measures in postponement of pregnancy, health problems and how to convince the parents / in-laws for continuation of girls' education in cases of married girls.
- 11 sessions in schools were conducted with 607 students. As the schools were opened for short period, sessions could not be continued. During the sessions, it was discussed about the situation of children during lockdown, what were the challenges the children had to face, social issues within the family and the communities, ECFMs, what were their new learning, what are their strategies for achieving their goals, awareness level on child rights, importance of Education, awareness on Adolescent's behavior, helplines and protective measures for Carona. The meetings were conducted seeking prior permission from the School Principals.
- 2 Peer Educators' meetings were conducted in 2 villages with 20 Peer Educators on Virtual mode. The main objective of the meetings was to study about the situation of the villages during COVID lockdown, the challenges faced by the Peer Educators. The status of their Education, their opinions on continuation of the Education, employment for survival, food availability and support from GOs & NGOs during lockdown. The Outcomes of the Study were: (1) The Peer Educators' (adolescents') were engaged in farming activities and labour work to assist the family members as the schools remained closed. (2) Many of the parents lost their employment / labour and livelihood. Financial crisis was a challenge during the lockdown period. It was also difficult to get groceries and vegetables for their survival. (3) Children expressed that due to close of schools, they were in chaos about their studies and future. The situations have totally changed with the virus shattering the hope in their lives and remaining uncertain. (4) Helped to understand the challenges / problems the community members in all the professions had to face during the COVID pandemic.

- **Creation of WhatsApp groups with Peer Educators:** The peer educators are identified in both the mandals and a short meeting was held with them. There were 19 participants covering 3 villages. It was discussed on the information levels of the peer educators and balala dandu in using smart phones and digital services. They were explained about the need for digital learning during the prevailing pandemic situations. They were made to understand the importance of being connected with each other and to know about the concerns or issues of adolescents, challenges and also motivated them for conducting the activities independently. It was informed them to update the peer educators on the opportunities for Education and conducted a training on usage of Smart phones and digital services.
- **Orientation to Peer Educators:** The Peer Educators identified were called for the meeting. 72 members have attended the 2 meetings held at mandal level. They were oriented on the role of Peer Educators in conducting meetings independently; raising discussions on the issues and concerns of adolescents in the villages and take them to the notice of the concerned officials, seek their support; generate awareness among the community members on prevention of ECFMs; informing about the importance of Education for girls and helpline services.
- **Gender Training to Peer Educators and Digital Education:** 3 trainings were conducted (once in a month) with 59 participants covering 19 model villages. The content of the trainings were: understanding the concept of gender, differences between sex & gender; Gender discrimination in families and society; need for promoting gender equality and child rights. It was also explained about the operation of Smart Phones and Tablet devices for continuing the activities of Balala dandu and upgrade with the digital learning skills.
- **Orientation to Resource Group:** 3 Orientations were conducted at Bhumika project office to the members of Resource Group (identified from Peer Educators). There was a participation of 60 members from 2 mandals. The objectives were selection of members for Resource Group and orient the Resource Group members on their roles and responsibilities.
- The Staff has dealt with 27 ECFM cases during the reporting period and could postpone / cancel in 21 cases. In 6 incidences, despite of the staff stopping the early marriage, later the parents have performed secretly.
- 16 virtual meetings were conducted with Balala dandu and Peer Educators. About 194 adolescents from 52 villages have participated. They were provided awareness on Individual Personalities, Emotions, Feelings during adolescent age, teenage temptations and control of emotions, social taboos, cultural factors, gender discrimination, sexuality, violence – various forms of violence, Forced Early Marriages – its consequences, overcome the hurdles and challenges, love – temptations – its effects, and problem solving.
- **Trainings to Peer Educators with External Resource Person:** 2 trainings with 56 peer educators covering 13 model villages were conducted during the reporting period. These were virtual trainings with External Resource Person, Ms. P. Devi, Child Rights Activist. They

were provided inputs on the concepts of gender, gender discrimination; gender based violence; teenage temptations, ECFMs – reasons and its consequences; sexual abuse on girls; pressure; understanding adolescence – physical, emotional changes; teenage infatuation; cultural practices and traditional beliefs on early marriages, helplines and support systems; etc.

- **Consultations on “Increasing Age at Marriage”:** 2 mandal level consultations were conducted in 2 mandals covering 35 villages and 113 participants. Through the consultations, opinions of the parents, children, community members and all the target group / stakeholders were collected on enhancing the age at marriage from 18 years to 21 years for girls.
- Besides the Consultations, Opinion Poll was held in 12 villages of Maddur mandal with 24 men and 26 women and in 9 villages of Damaragidda mandal with 12 men and 16 women. Among them there were 10 Teachers, 6 AWWs, 4 Asha Workers. In both the mandals 80 parents have given their opinions covering 21 villages.
- **State Level Consultation on “Increasing Age at Marriage”:** On 15 September 2020, there was a State level Consultation conducted at Press Club, Hyderabad. The consultation was also connected on Zoom to involve more number of participants and seek their opinions on marriage age for girls. The participants were from the GOs, NGOs, Media, students, Volunteers, Writers, State alliance members, Activists at State level and young people from partner organizations among which 5 adolescents were from ECM project mandals of Bhumika. The CMP Act and the recent news on amendment for increasing age at marriage for girls from 18 to 21 years were discussed. All the girls felt that there is not at all a need for another Act but the dire need is for quality education and employability skill training to young people.
- The staff has participated in 5 **village organization (VO) meetings** held at village level. There were about 155 SHG members participated. The participation was aimed to make aware the women on the issues of VAW&G, work load on girls, pressure, and active participation of members in prevention of ECFMs, VAW and related social issues. They were informed about various helplines and support systems for women and girls, strategies for dealing with the problems of women in the groups and try to sort out them. There was also discussion on COVID, lockdown, challenges and how they could overcome.
- In 4 villages **Gramasabhas** were held one in each village. There were about 216 general public from the model villages. The Gramasabhas aimed to generate awareness on the discrimination, violence against women and girls in the villages, abuse against girl child, Early Child Marriages, Forced Marriages and enhance the role of villagers in responding to VAW and ensure for prevention of ECFMs and VAW&G. The village level officials were informed and invited to these Gramasabhas. The above issues were discussed along with the gender discrimination, importance of Education to girls, age at marriage, CMP Act as well.

- A **meeting with youth members** was conducted on 25 February 2021 at Renivatla village of Maddur mandal with 15 youth members. The discussion was around the issues in the villages, collective thinking about problem solving, seeking support of the community, discussed about removal of social disparities, focusing on village development and involving in service oriented programmes.
- **Observing International Girl Child Day:** From 15 -19 October 2020, gracing the occasion of Girl child Day, 5 events were held in 5 villages of both the mandals. There were about 152 participants from Balala dandu adolescent girls, peer educators, AWWs, Asha Workers and Village Sarpanches. The events were aimed to create public awareness on the status of women and girls in the country, State and the district, increase in gender based violence, sexual abuse, sexual assault, etc. and to create an awareness on the rights, acts and entitlements to girl children and protection from abuse.
- **Celebration of CRC Week & International Children's Day:** Special events were conducted at village level in 8 villages covering 269 participants from Balala Dandu, Peer Educators, School Teachers, Youth members, AWWs and officials. It was discussed about the background of the Children's Day, CRC week, Child Rights and Child related acts and its exercise and importance of Education, particularly to girl children.
- **Child Protection Committee Meetings:** 29 village level meetings in 29 villages were held with Village Child Protection Committee (VCPC) members. A total of 447 children participated in these meetings. It was discussed on the need for conducting regular meetings of Village Child Protection Committees, prevention of ECFMs, particular agenda on children's issues in these committee meetings, strengthening of Village Child Protection Committees. The members of the committees expressed that they are now clear that ensuring 100% ECM free villages is their responsibility; the VCPCs at village level should be a protector for child rights at village level and they are resolving the issues independently. They have resolved to hold an agenda point on child rights protection and abide to meeting decisions.
- **Observation of 16 Days of Activism against Gender based Violence Campaign:** Awareness campaigns were conducted to focus on ending VAW by possessing awareness on reasons for VAW, promoting related rights, acts and entitlements to women and girls and exercise their rights with confidence and overcome from the issues of VAW. It was also discussed about Saying No to VAW, gender inequalities, related rights and acts, prevention of ECFMS and Support systems and helplines for women and girls. 11 events were conducted during the fortnight with 505 participants from VOs, Balala dandu, AWWs, Asha, Peer Educators, etc.
- **Interaction with the Mandal Level Officials:** The staff visited all the concerned department offices at mandal level for rapport building with the new officials; taking required permissions for conducting activities like rallies, programmes during COVID, sharing the reports & IEC material of Bhumika; inviting for the activities; delivering their words to address adolescent issues, invited as Resource Persons for trainings; and approached to



seek support in cases of ECFMs and VAW&G in the mandals. The staff interacted with the officials like IDCS – CDPO, MPDO, MPP, Police, IKP-APM, Child line, DCPO, Health Department, etc. and invited to all the activities of Bhumika and for their support in addressing the issues related for protection of child rights and VAW&G.

- **Observation of International Human Rights Day:** 2 events were conducted at mandal level gracing the occasion of Human Rights Day on 10 December 2020. There were 90 participants (55 in Maddur & 35 in Damaragidda). The officials were also invited. The deliberations were on the objective of Human Rights Day, Bhumika activities, VAW&G, gender discrimination, women related rights and acts, support systems for women and girls, helplines, etc.
- **Mandal level Convergence Meetings:** On 5 February 2021, a Mandal level Convergence Meeting was held at Damaragidda with 53 participants from various departments and few members of Child Rights Protection Committees. The main objective of the meeting was formation of Mandal level Child Rights Protection Committee. It was discussed on the objective of CRPC; formation of Mandal level Committee for Protection of Child Rights, ECFMs, prevention of school dropouts, child labour and helplines, to join as members to discuss about the concerns of children and try to resolve them.
- **Parent’s Meeting:** 25 meetings with Parents and children of balala dandu were conducted. 7 more meetings were conducted online through conference calls with about 67 participants and in Schools 18 meetings were conducted with 528 participants. The meeting aimed to sensitize the parents on continuation of girls’ education, not to perform early marriages, work load and work pressure to girls’ particularly during COVID. The girls were explained about the sexual abuse, precautions and safety to be maintained in specific during the lockdown.
- **Orientations to mandal level Nyaya Committee:** The staff have participated in 5 Mandal level Gender Committee meetings and oriented on formation of Nyaya Committees from among the gender committee members. The meetings were organized by Mandal Samakhya members at mandals level IKP office and 103 gender committee members have participated. In these meetings after introducing Bhumika’s activities, the staff explained about the objective of forming of Nyaya Committee; selection of Nyaya Committee members; the roles and responsibilities of the committees, strengthening on the committees and plan of orientation and trainings to the committee members.
- **Observation of International Women’s Day:** Events were conducted gracing the occasion of Women’s Day. 205 members participated from 2 mandals in 3 events. The village and mandal level officials were invited to these events. The participants were informed about the background of women’s day, 2021 theme for women’s Day “Women in Leadership and Decision Making” – understanding on the theme and way forward; pressure, abuse and VAW&G particularly during COVID lockdown; role of women in the family and the society; importance of girl’s education and women’s development in the rural areas.

- The children in balala dandu and peer educators are continuing their education even after early marriages through Open Education System.
- The married girls are convincing the parents and in-laws, able to express their choice for continuation of their education after marriage, making the families understand on gender equality, awareness on helplines, setting up their goals, motivating their peers for promoting child rights, following consumption of nutritious food and taking protective measures during COVID pandemic.
- The VO leaders have resolved to discuss on issues of women and girls in every SHG meeting as an agenda point and suggest suitable ways for resolve the issues among themselves. The members have informed about the difficult times to women and girls during COVID lockdown from the family members due to work load and economic issues. The VO leaders are now aware of helplines and calling on helplines for any complaints of ECFMs, thus ensuring no child marriage is performed in villages.
- The adolescents due to lockdown are taking proper protective measures by wearing face masks and maintaining hygienic conditions. Due to closure of schools, they are assisting their elders in farming and domestic chores. They were informed of Child Helpline and Bhumika Helpline to contact, if there are any complaints of ECFMs during COVID. They have set their goals and willing to continue their education at the opening of schools. They expressed that they are now aware of adolescent behaviors, teenage temptations, differences between love, infatuations and the laws of age at marriage and child rights.
- **Progress Observed:**
- Increased participation of balala dandu and peer educators in village level programmes.
- Peer educators are independently conducting the activities in 8 model villages.
- In 8 villages, the Peer Educators are supporting in identifying the problems and suggest ways to overcome.
- The Peer educators are improving their skills and updating their information levels. Through knowledge gaining, they are able to resolve the problems and supporting others in need.
- Accessing help lines for complaining about ECFMs and trying in prevention / postponement of ECMs by counseling / convincing the parents and making them to understand the aspirations of the girl children.
- Peer Educators have developed a good network with GP members, AWWs, Ashas, Youth and extending mutual support in creating a positive environment for the adolescents' empowerment in the model villages.
- The Peer Educators and Bhumika staff have identified the orphan children, children with disabilities and children from poor families and prepared a list. These children were supported in submitting application for financial and employment support from the Government. The applications were submitted to the Narayanapet District Child Welfare Committee Chairperson and Commissioner of CWC through Bhumika. After the scrutiny of

the applications, the officials informed to definitely extend support to these children by placing them in schools or hostels or residential or KGBVs or State Home or any Shelter homes as per the accommodation and help them accordingly.



## **ENGAGING IN COUNSELING THE OFFENDERS OF PUBLIC HARASSMENT (CAUGHT BY SHE TEAMS POLICE)**

Due to COVID-19 pandemic and the consequent lockdown, SHE Teams counselling was not conducted by the Police Department from April to August 2020. It was resumed again from September 2020 in Rachakonda Commissionerate but no counselling sessions were conducted under the Commissionerate of Cyberabad. In the Commissionerate of Rachakonda three (3) sessions were organised to counsel the offenders caught by the SHE Teams police. These sessions were held on 12<sup>th</sup> September 2020, 11<sup>th</sup> December 2020 and on 20<sup>th</sup> February 2021. The designated counsellors from Bhumika were deputed to provide counselling to the offenders and their family members.

No. of offenders counselled: A total of 114 offenders caught by Rachakonda SHE Teams were counselled during the reporting period.

<b>Month</b>	<b>September 2020</b>	<b>December 2020</b>	<b>February 2021</b>	<b>TOTAL</b>
<b>No. of Offenders Counselled</b>	42	37	35	<b>114</b>
<b>No. of Sessions</b>	1	1	1	<b>3</b>

Age and occupation of the offenders: The offenders counselled were in the age group of 14 to 45 years. Most of them were aged between 20-30 years. The offenders were from different occupational backgrounds which include private jobs (49), Car / Cab drivers (2), Auto drivers (5), Business / Self-employed (7), daily wage labourers (5), students (44) and 2 were neither students nor workers.

Nature of offence:

The offenders brought for the counselling were caught by the SHE Teams based on public vigilance operation by the SHE teams police, the complaints received through WhatsApp messages and at the police stations.

During the counselling sessions with the offenders, it was observed that majority of the cases were related to i) public harassment, ii) stalking girls and women in the name of love, and iii) Harassment on Social Media (WhatsApp and Facebook).

- i) The public harassment cases consisted of harassing women near bus stops, colleges, hotels, parks and other public places, passing subtle sexual comments on girls and women, rude behaviour towards women, rash and triple riding near women's colleges, etc. Some of the offenders were drunk and harassed women in the public places.
- ii) The cases related to the issues of stalking or harassing girls and women in the name of love as there was no response or rejection from the girls and women. In some cases it also extended to harassing these girls and women through wrong phone calls and messages from different numbers.
- iii) The cases of Harassment on Social Media like WhatsApp and Facebook included issues like sending abusive messages, secret video records, forcing the girls to marry, etc. There were also cases where the offenders harassed the women, with whom they had relationship earlier. Even after break-up of their relationship, the offenders continued to insist the complainants to accept them. Some of the offenders even threatened and blackmailed the respective women complainants using videos and photographs saying that they will not leave them but will ruin their lives.
- iv) A Couple of cases were also related to harassment of neighbours due to previous conflicts among them.

During one to one counselling session with the offenders, many of them expressed that they were cheated by the complainants. They alleged that the women made false complaints on them to get rid of them. Many seemed to be angry with the complainants. Some of the offenders seemed to be genuine. It was sensed that the girls and their families were using SHE Teams as the medium to have an end to the relationships. Some of the offenders alleged that the parents of the girls, who were against the relationship of their daughters, forced them to complain and file case against the offenders.

Objective of the counselling: The objective of the counselling is to sensitize the offenders and help them introspect on their behaviour so that they will realise their mistakes and do not repeat the offence again; to create awareness about the existing Acts and provisions available for women; to make them understand the importance of education, understand the difference between fun and nuisance, difference between private and public space and how they should behave in these spaces; to make them understand the importance of relationships; and to make them realise the negative effects of their behaviour on their families and society.

The process:

All the offenders were provided intensive one to one counselling. In the beginning, few of the offenders tried to establish that they were falsely caught by the SHE Teams. The SHE Teams police personnel were asked about the details in such cases to understand the issues from their point of view. In the cases of stalking women in the name of love, some of the offenders were not in a state to realize their offence. They were emotional and expressed that they got cheated by the complainants. They even worried about their career.

During the individual session, the counsellors counselled to understand that girls/women do not feel comfortable with such acts and when the girls/women say no, they should leave it there and not to force them. Also efforts were made to help the offenders introspect on their deeds and understand the consequences that they, their families and the society at large have to face the repercussions due to their deeds. They were made to realise that they are ruining their future as well as keeping the pride of their parents at stake. They were also explained about the difference between infatuation and love. They were informed about the existing Acts related to women and asked to think from the complainant's point of view and how their situation will worsen due to their behaviour. Along with it, all of them were informed about Nirbhaya Act and the consequences of getting caught by the SHE Teams for the second time. They were asked to set goals for their future to excel in life both personally and professionally. The offenders who dropped out from school or college were encouraged to continue their studies through open/distance education. Few of them were also informed about the job opportunities.

In 59 cases, the offenders brought either of their parents or family members for counselling. After individual counselling session with the offenders, a joint session with their parents or family members was held. Based on the need, separate counselling sessions to the parents was also provided in 29 cases.

Many of the family members were aware of the offence of the offenders, while few of the offenders did not want the counsellors to discuss about their offence with their fathers or wives and they managed to tell them that they have wrongly got booked in the cases. They begged the counsellors not to reveal about their case with their family members and promised that they will not repeat the offence again. In such cases the offenders were given more intensive input session informing them of specific legal provisions which can attract serious punishment if they fail to oblige, and were specifically mentioned while sharing with the SHE teams police.

During the joint counselling it was noticed that some of the parents were unaware of their sons' behaviour and were shocked to know about their situation. They expressed their worry about their children, especially about their behaviour at public places, their education and

their attitude towards respecting women. They expressed that they feel ashamed of coming to the police station. However, few of the parents supported their children and blamed the complainants, while few complained that their children do not respect them at all and fight with them rudely to meet their comforts. They requested for few more counselling sessions to their sons to see change in their behaviour.

The counsellors informed the parents and the family members about the extent of support that they have to provide to the offenders in moulding their behaviour. They were told to keep a check on them. The parents were told and consoled that this behaviour could be due to lack of proper check, guidance and sharing amongst them or because of peer pressures which could be changed with necessary support. Parents were also advised to spend some quality time every day with their children, which will have a positive impact on their behaviour. In this regard it was suggested to ensure having at least one meal together every day and to ensure having casual chat for at least 10 minutes every day.

At the end of the session the counsellors could observed a change among many of the offenders. They agreed to the counsellors and expressed that they did not realize that they were troubling the complainants with their behaviour. They even expressed that they have realized their wrong deeds and were feeling guilty as their parents had to face the case due to their behaviour. Few of them even expressed that from now onwards they would respect the other person's feelings and opinions and would behave properly in public. The parents or the family members of the offenders gave the assurance on the same thing. It was sensed that they realized their mistakes and the consequences of their unacceptable acts.

One of the offenders' who was very much depressed and aggressive was suggested and referred to take psychiatric support to deal with his anger and depression.

Repeated sessions: During the reporting period no repeated sessions took place despite of requirement for repeated sessions to the offenders who have attended first counselling session. There were 16 offenders who were referred for repeated counselling. The concerned SHE teams Police were given the responsibility of ensuring the attendance of the offenders for repeated counselling session. However, it did not happen during the reporting period.

Social Punishment: Social Punishment was given to one (1) offender during this period with an intention to make the offender feel responsible towards women and the society. He is a private employee. He was asked to spread awareness about SHE teams and women's helpline – 181 in his locality and in the college located in his residential area.

#### **A. Challenges:**

- In Cyberabad, the counselling did not happen due to COVID-19 pandemic and lockdown.
- The constables are involving in the counselling process. They are forcing the offenders to accept that it is their fault and will never repeat it even when the offenders do not feel sorry or realize their mistake.
- The constables are not giving time for the counsellors to provide proper counselling to the offenders. The constables are sharing the offence before the offender speaks up.

### **Visit by the Police Commissioner:**

During the Counselling Session held on 11<sup>th</sup> December 2020, Mr.Mahesh Bhagwat, the Commissioner of Police, Rachakonda, visited and observed the counselling process. He also interacted with the Counsellors and SHE teams Police on the nature of cases. He interacted with the offenders, as well.

### **Case Studies**

#### **Case Study-1:**

Respondent, Shravan (Name Changed) aged 28 years, is a graduate. He works as private employee. Two years back he got married. He is living in a rented flat in an apartment. One day while a girl from the neighbouring flat of the same apartment was taking bath, the respondent arranged phone camera on the bathroom ventilator to take video of that girl. The girl noticed it in advance and pulled out the phone and complained to SHE TEAM.

The accused was taken by the police for enquiry and was produced for counselling. During the counselling, he revealed that while he was on a call, unfortunately phone fell down on the ventilator. He felt hesitated, did not support during the counselling session and tried to divert the issue.

Hence counsellor suggested that the issue is not a small one and as he is a major and married. He needs counselling and a case to be filed against the accused.

#### **Case Study: 2:**

Offender Varun (Name Changed) aged 28 years is studying MBA 2<sup>nd</sup> year. He also works as a Sales Man in AXIS Bank. Since three years, he is in love with a girl who is also his relative. But, the young woman's parents did not support their love, as Varun family is in low economic



status. The woman's parents started looking for other marriage proposals. By knowing this, Varun tried hard to convince both the families to support their marriage. Recently, he met her in the college. She said that she changed her opinion and requested him not to disturb her in future and her marriage was also fixed with another person. Thus, she avoided Varun and blocked his contact number.

Varun developed anger on her. He started posting her personal photos and videos to the bridegroom on Instagram and intentionally tried to stop her marriage. Hence, the woman complained to SHE Teams on his behaviour.

During counselling, he agreed that he had made a big mistake. The Counsellor explained her situation and that young woman has every right to break her love any time. He understood her situation and agreed that he should respect her opinion. At the end of the counselling session, he realized his mistake and assured to change his behaviour and not to trouble the woman any more.



## **STRENGTHENING THE CAPACITIES OF THE FEDERATION MEMBERS**

In erstwhile Karimnagar district, Bhumika is working with Women Federations formed by Mahila Samatha Society in 2 mandals of Saidapur and Husnabad mandals for institutional building and sustainability. There are also Para Legal Volunteers among the federation members who have been formed as Nyaya Committee; addressing the cases of violence. The Federation members are provided Trainings on new Acts and its provisions. We are encouraging them for conducting regular meetings.

During last year, many of the women in Sanghams have lost their livelihoods. They have very less access to livelihoods and they also do not have proper capacities for taking up new forms of livelihoods. 15 sanghams were given a Revolving Fund of Rs. 15,000/- each. With this fund, the women have taken land on lease and started collective farming (13 Sanghams), vegetable vending (1 sangha) and goat rearing (1 Sangham) as part of disaster relief grant. These sanghams are making sustainable efforts of their livelihood. Particularly, during COVID situations, they are trying to get food at least for their own survival.

Two Mandal level convergence meetings were held in both the mandals. The federation members have themselves invited all the officials to the meeting and Bhumika staff facilitated the meeting. The major objective of these meetings is to know about their rights and entitlements. The sangham women presented the reasons for not accessing their rights. The officials have suggested better ways for accessing their entitlements and informed how they could support the women in it.

A survey has been conducted to collect data on the services and entitlements. It was studied on the awareness and its accessibility on the services and entitlements to the women. So that, women will come in the role of decision making, by knowing about their services and entitlements and Bhumika will facilitate the women to come into leadership and lead movement towards their empowerment.

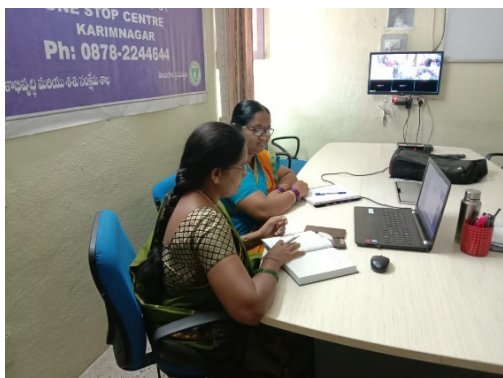
Knowing that Sangham women are into Collective Farming, a journalist from Down to Earth Magazine has visited two villages and interacted with the Sangham women and federation leaders. May be the article will be now in printing at their end. The women were provided information and awareness on the 3 new Farm (Amendment) Acts, how they are going to affect the agriculture system and the most of the women expressed their solidarity to the Farmer's Protest.

A district Network meeting was organized with NGOs and Government officials to build district network on issues of violence, gender, sexuality, child abuse and to raise collective voice for action at macro level. It is envisaged that subsequently, it will evolve into a State level alliance and become part of the national alliance. Important days were observed by the federation members. One of the important events to be mentioned here is: they believe that, women are most backward and women cannot do flag hoisting. But, breaking their stereotypes on the Republic Day, in all the backward villages, women have unfurled the national flag. It enhanced their identity as women power in their villages.

## SAKHI CENTRE IMPLEMENTATION

One Stop Centres (OSC) intended to support women affected by violence, in private and public spaces, within the family, community and at the workplace. Women facing physical, sexual, emotional, psychological and economic abuse, irrespective of age, class, caste, education status, marital status, race and culture will be facilitated with support and redressal. Aggrieved women facing any kind of violence due to attempted sexual harassment, sexual assault, domestic violence, trafficking, honour related crimes, acid attacks or witch-hunting who have reached out or been referred to the OSC will be provided with specialized services.

In Karimnagar District (October 2017) and Rajanna Siricilla District (November 2019) of Telangana State, Bhumika have been allotted with the responsibility of managing the Sakhi Centres. This is operated by Bhumika through Women Development and Child Welfare in collaboration with Tata Institute of Social Sciences, Hyderabad and empanelled through the District Collector.



720 cases were dealt by both the Sakhi Centres. 140 Awareness Programmes were conducted reaching 7,374 members (5,967 female & 1,407 male). The Sakhi Centres are playing a vital role in addressing all forms of violence against women and girls in the district. Awareness Programmes are conducted in organized, unorganized sectors and educational institutions to make aware on the services of Sakhi One Stop Centres and Women Helpline 181. During the year, awareness Programmes were conducted with Women in SHGs, Students in Educational Institutions, Women in Farms, Women in Local Governance, Anganwadi Teachers in their sector meetings, etc. There are also few cases of rescue of old age women, women in house arrest and girls.

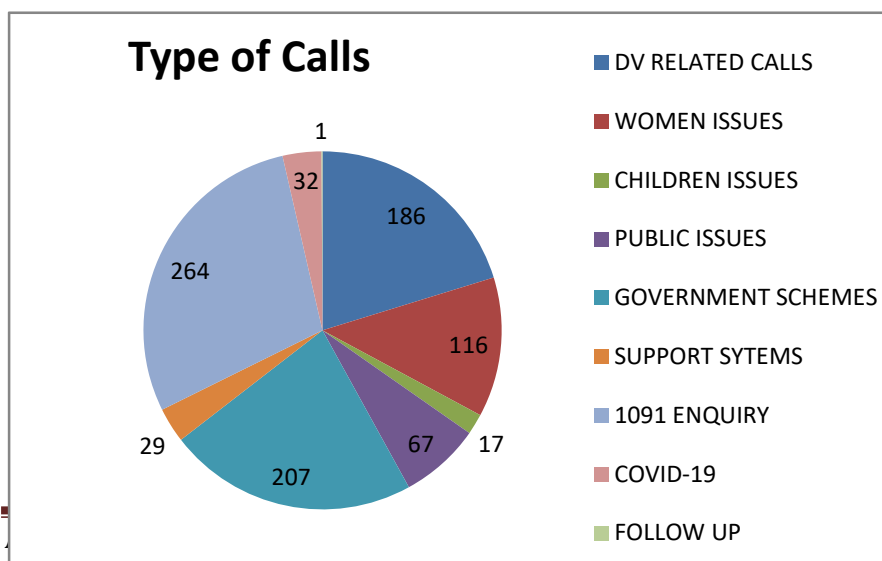
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## INTERVENTIONS IN ANDHRA PRADESH

The Special Cells are functioning from 13 December 2017 in both the towns of Vijayawada and Rajamahendrvaram. The location of Special Cells are (1) in Mahila Rakshna Kendram, Women Police Station, Labbipet, Vijayawada, Krishna district and (2) 2<sup>nd</sup> Floor, Above Rainbow Colour Lab, Opp. Varma Colour Lab, Devi Chowk, Rajamahendrvaram, East Godavari district. During the reporting period, there was shift of Special Cell in Rajamahendrvaram due to the demolition of the existing building and lack of place in Women Police Station, we have shifted the Special Cell to a rented building near Women Police Station. The Police Department has started Disha Police Stations (to address all forms of crimes against women and girls) one in each district and hence, Bhumika contacted the Special Officer, Disha for giving space for the special cell in Disha, but they are not involving any of the NGOs. Hence, new room was hired and shifted the special cell. The new office was inaugurated on 17 November 2020. 2 Social Workers (Counselors) in each cell are being working from 10 am to 5.30 pm.

### 1. Women Helpline:

Women Helpline is being in function in Vijayawada Support Centre from 1<sup>st</sup> June 2019. The Helpline is functioning in collaboration with the Police Department and was located in Women Police Station, Vijayawada. The Government of Andhra Pradesh has started Special Police Stations called Disha Police Stations one in each district and started a Helpline. In Vijayawada, the Helpline 1091 functioning has allotted as Women Helpline and it the Helpline office has been shifted to Disha Police Station from Women Police Station on 8 June 2020. The Helpline (1091) is for women and girls in distress. The following are the calls details from helpline during period November 2019 to March 2021.



During the reporting period, there were a total of 918 calls attended by the Counselor. 186 were related to DV, 116 for issues of women, 17 calls were related to children issues, 67 were public grievances, 207 were asking about

Government Schemes and services, 29 was about other helpline numbers and support systems for women and children, 264 cases were enquiring about 1091 services the Helpline, how it functions and where it is located. 32 callers called upon to know about COVID-19 information like sending ambulances, what are hospitals for COVID treatment and 1 follow up call. The calls received are given counseling and if there are local calls, they are informed to come directly and approach the Special Cells and receive counseling services. The other calls are provided with required information and referral services. For the cases, out of Vijayawada, the Counselor gives counseling over phone and linked them with the locally available support systems. In few cases, Police support was also sought to make the callers approach the Special Cell.

**Sensitization Trainings conducted in Community (Physical and Virtual)**

Sl.No.	Date	Place	No. of Participants		
			Male	Female	Total
1	7.8.2020	Ranigarithota, Vijayawada	0	14	14
2	17.8.2020	New Raja Rajeswaripet, Vijayawada	1	14	15
3	26.8.2020	Krishnalanka, Vijayawada	1	14	15
4	18.9.2020	3 Communities Members, Vijayawada	2	13	15
5	26.9.2020	3 Communities Members, Vijayawada	1	14	15
6	11.11.2020	Ranigarithota, Vijayawada	5	45	50
7	13.11.2020	Annapurnammampeta, Rajamahendravaram	0	50	50
8	23.11.2020	Quari Market, Rajamahendravaram	0	50	50
9	24.11.2020	Krishnalanka, Vijayawada	2	58	60
10	25.11.2020	Seethampeta, Rajamahendravaram	0	50	50
11	26.11.2020	New Raja Rajeswaripet, Vijayawada	0	30	30
12	9.12.2020	New Raja Rajeswaripet, Vijayawada	0	35	35
13	15.12.2020	Ranigarithota, Vijayawada	0	40	40
14	19.12.2020	Krishnalanka, Vijayawada	5	45	50
15	19.2.2020	Annapurnammampeta, Rajamahendravaram	6	44	50
16	23.2.2020	Seethampeta, Rajamahendravaram	5	45	50
17	29.2.2020	Krishnalanka, Vijayawada	1	25	26
18	6.3.2020	Community Volunteers Training, Rajamahendravaram	0	48	48
		<b>TOTAL</b>	<b>29</b>	<b>634</b>	<b>663</b>

A total of 18 Sensitization Sessions were conducted in 6 communities in the project area wherein 663 participants (634 Women, Adolescent Girls and 29 Men) were part of these sessions. Among the participants along with the community members, there were Anganwadi Teachers, Asha Workers, SHG members, Ward Volunteers, employees from Ward Secretariats who are also the part of the communities. External Resource Persons from NGOs, GOs like Women Development, Child Welfare and Senior Citizens, District Legal Services Authority, Advocates were invited for taking the training sessions and it was held in a participatory method with different exercises, games, songs and discussions. Due to COVID-19, virtual training sessions were also conducted through phone conference calls and Zoom app.

In the trainings held, there were detailed explanation on what is gender, gender equality, balancing gender relations, sharing workload, Social problems like Child Marriages, Child Sexual Abuse, Child Trafficking, its consequences and ill effects on girls children, violation of Child Rights; what are Child Rights and protection of Child Rights and acts related to Women and girls, Leadership qualities, helpline numbers, support systems for women and girls, etc. In these sensitization programmes, the issues of transgender were also discussed. Due to this, atleast few acquired knowledge about meaning of transgender and the various problems faced by the transgender in the society. The outcomes of the training sessions are the participants opening up their views and experiences on VAW.

**Outcomes:**

- ✓ Improved awareness on acts.
- ✓ Few expressed that, they have gained confidence as they knew about their right and acts, particularly DV Act .
- ✓ The Women informed that, they are able to identify violence in their own lives both in the Workplace and also in Domestic sphere. They are able to express that, it is violence and bravely expressing that they are not willing to face violence.
- ✓ They observe some changes among themselves in their thinking and attitudes due to the trainings.
- ✓ Requesting for conducting similar trainings to their family members.
- ✓ Some women sought for counseling support to their spouse and make them understand the harassment the women are facing.
- ✓ Some women expressed that, Special Cell concept is a better support system for women. Because, they don't have need for filing a police case.
- ✓ Increased access to helpline numbers.
- ✓ Through Gender Trainings, they are making changes in maintaining gender equality at homes, in providing education, marriage, etc.

- ✓ Resolved not to perform Early and Child Marriages and its prevention in the communities.
- ✓ Identifying distressed women in their neighbours and Sharing Helpline and Special Cell numbers.
- ✓ Attending for free legal guidance.
- ✓ Sorting out general grievances like pension, Aadhar card, etc.
- ✓ Discussing about violence issues and exploring ways to reduce violence.
- ✓ Some of the women expressed that, they are happy for improving their knowledge levels and hope that this will be useful to make sensitized future generation.

### Observation of Special Days:

#### i. Child Rights Convention (CRC) Week:

On the occasion of Child Rights Convention Week, competitions were conducted among the students. The students were given drawing, Essay Writing on the topics of violence against women and gender discrimination and some games.

Sl.No.	Date	Place	No. of Participants		
			Male	Female	Total
1	23.11.2020	CRC WEEK-Quary Market , Rajahmundry	67	43	110
2	25.11.2020	CRC WEEK ,Seethampet, Rajahmundry	69	51	120
3	27.11.2020	CRC WEEK ,Devineni Venkat Ramana Muncipal High school	11	30	41
4	27.11.2020	CRC WEEK ,Annapurnampet, Rajahmundry	12	38	50
5	28.11.2020	CRC WEEK ,Sri Potti sreeramulu Muncipal High School, Vijayawada	15	28	43
6	28.11.2020	CRC WEEK, Vangaveeti Mohan Ranga Girl's High School	0	50	50
Total			174	240	414

Competitions were conducted in 6 schools of project locations and 414 students have participated (174 boys and 240 girls). The students were keen to participate in the competitions and presented their skills and talent in speaking and writing on gender issues. Parents of the students were also invited for the games competitions and were actively participated. Further, meetings were held following the competitions inviting the guest speakers. During the meetings, the children were informed about the importance of education, setting up their goals, Child Rights, CRC Week, its background, need for protection of child rights,



understanding gender equality, analysing the reasons for sexual abuse on girls, CMP Act, POCSO Act, etc. Finally, the meetings were concluded with applauding the winners of the competitions with prize distribution and feedback from the students. The Students expressed that, they are very happy for participating in the competitions and learn from the meeting. It was an encouraging factor to the staff to note that the School teachers and the Principals were gave an excited participation and motivated students.

**ii. 16 Days of Activism Against Gender Based Violence Campaign:**

Gracing the occasion of 16 Days of Activism on Violence Against Women, a global campaign (from 25 November – 10 December). In Vijayawada and Rajamahendravaram 3 meetings were conducted.

**Events on 16 Days of Activism**

Sl.No.	Date	Place	No. of Participants		
			Male	Female	Total
1	5.12.2020	Krishnalanka, Vijayawada	20	100	120
2	10.12.2020	Lutharan School, Rajahmahendravaram	70	130	200
		<b>TOTAL</b>	<b>90</b>	<b>230</b>	<b>320</b>

2 events were held with 320 participants. Among the participants, there were men and women from the project communities, NGOs, SHG members, Bhumika Volunteers, Mahila Samrakshana Karyakarthis from Ward Secretariats, Anganwadi Teachers, Asha Workers, School Students, Area Corporators, Police, representatives from Women Development Child Welfare and Senior Citizens Department, DCPO, Legal Services Authority, Childline and Women Commission Member. Before the rally gathering, the participants were explained about 16 Days of Activism, the significance of the campaign in giving an awareness to the general public and it was a call to the community to end all forms of gender based violence.

All the guest invitees expressed their support to create violence free society. Dr.Rajya Lakshmi, Member in Women’s Commission has taken an oath with all the participants to give their support in creating the violence free society. She stressed to utilize the services of Women Helpline, Disha Police Stations for any form of violence against women. She continued her 24/7 hours available to the women and to render complete support to women and the related issues. She also added to take her contact number and inform such type of issues and bring to the concern departments notice.

After that we have distributed prizes for the participants of CRC Week and survivors in the community. Children and the participants have expressed their happiness towards the works of Bhumika and getting a very good support in all the ways like DV, Education, Improving life skills,

etc. The community women expressed their interest to participate in Bhumika activities and requesting for more such programmes. Some cases are being referred to Special Cells for counselling purpose.

#### **Visits to Organisations and Departments:**

Visits were made by the Social Workers (Counselors) as well as the Project Coordinator and the Field Coordinators to introduce about ourselves, work of Bhumika in the project in addressing VAW and the support of the respective organisations and departments like Police Stations, Government Hospital, State Home, One Stop Centres, Shelter Homes, Municipal Commissioner, Childline, Child Welfare Committees, NGOs, Court, Legal Services Authority, Project Director, Women Development and Child Welfare, DGP office, Schools, etc. Some visits were also made in support to the women survivors. Particularly, the Project Director visited DGP office to attend for the inquiry of Sexual Harassment case and also to seek orders for establishment of Special Cells from DGP.

#### **Convergence Meetings:**

Convergence meeting were conducted with Government officials from the concerned departments and the NGOs. The objective of the meetings are to develop a strong network, bridge a gap between GO and NGOs; collaborate with each other in attaining the project goal. Due to COVID-19, the Project Director participated on virtual and presided over the meetings.

Sl.No.	Date	Place	No. of Participants		
			Male	Female	Total
1	15.10.2020	Vijayawada	8	22	30
2	22.10.2020	Rajamahendravaram	14	16	31
		<b>TOTAL</b>	<b>22</b>	<b>38</b>	<b>61</b>

2 meetings were conducted and 61 members have participated. The participants were from the department of Police, Women Development, Child Welfare and Senior Citizens – APD, District Child Protection Officer, District Nodal Officer of Juvenile Justice and Mission for Elimination of Poverty in Municipal Areas (MEPMA). There were representatives from NGOs like World Vision, AIDWA, Prajwala, Vasavya Mahila Mandali, BIRDS, Mahita, Health Care and Social Welfare Society, Childline, etc. In the meeting, there was introduced about Bhumika, our project interventions. The issues of VAW identified in the urban communities were put forward before the participants and discussed the type of support the GOs and NGOs could extend in creating violence free communities.

**Outcomes:**

- ✓ Increased networking with GO and NGOs. Bhumika staff are invited to all the meetings and programmes of GOs and NGOs.
- ✓ Referring Women issues to Bhumika Special Cell.
- ✓ Conducting collaborative activities and extending mutual support as per the requirements at the community members and the issues arising.
- ✓ The participants assured to work in collaboration by putting a point of agenda of VAW in their project areas, refer the distressed women to the special cells, work together in communities to end VAW and exchange of views in strengthening the skills of ideas and project strategies.
- ✓ The participants assured that, hey will support in our programmes and lobby with the Government for proper measures.

**Volunteers' Training:**

2 Trainings were conducted with the Volunteers in both the project working cities. There were 60 volunteers participated and are individuals from different professions like Police, Advocates, Students, Journalists, Survivors, etc. Due to COVID-19, the Project Director and few of the Volunteers were connected on zoom and participated in virtual trainings.

Sl.No.	Date	Place	No. of Participants		
			Male	Female	Total
1	20.10.2020	Vijayawada	5	25	30
2	23.10.2020	Rajamahendravaram	10	20	30
		<b>TOTAL</b>	<b>15</b>	<b>45</b>	<b>60</b>

The Volunteers were introduced. Explained about the Project being implemented by APPI, Bhumika, Special Cells, Police Helpline, activities in the project and the purpose of the meeting. The role of the volunteers was discussed in detail. There was also an orientation on the status of women and girls in the state, the district and also detailed about the Acts in implementation, support systems for women and girls and the support the volunteers could extend for the survivors. Further, they also were keen to join Bhumika's activities.

**Outcomes:**

- ✓ Improved awareness on different aspects of violence against women and girls.
- ✓ Developed leadership qualities.

- ✓ The volunteers expressed that, they are interested to support the survivors and they will refer the needy women to women helpline and special cells.
- ✓ To inform Bhumika staff if there is any issues of women in the communities.
- ✓ Referring cases of distressed women to Special Cells.
- ✓ The community members are supporting Bhumika staff in all its activities at community level right from mobilising to participation and taking ahead the project aim.
- ✓ Spreading helpline numbers to the needy women.
- ✓ Mutual exchange of opinions and views on VAW and contribute towards violence free society.

### **State Level Training to Sakhi One Stop Centre Counselors:**

A one-day State level Virtual Training was held on 28 October 2020. Permission was obtained from the Commissioner of Women Development, Child Welfare and Senior Citizens Department, Govt. of Andhra Pradesh for the virtual training. There were about 70 participants from the entire 13 district Sakhi One Stop Centres and Bhumika project staff. The Resource Persons were Ms. Prasanthi, Director of Bhumika Women's Collective and Dr. Vijaya Bhavani, Professional in Mental Health aspects were the Resource Persons.

Ms.K.Satyavati, Project Director gave an introduction about Bhumika, project and its interventions. She talked on Constitutional Rights, Indian Penal Code, relevant sections related to women, Child Rights, Child Protection Safety, PWDV Act, 2005 and entitlements, its background, the support systems available for women and girls, the role of Counselors in responding to the survivors of violence, sensitiveness, improving gender perspective, etc., were discussed in detail. Ms. Prasanthi explained in detail about the Protection of Women from Sexual Harassment at Workplace Act, 2013, its background, Visakha Guidelines, etc in a Power Point presentation and Dr. Bhavani has oriented with a Power Point Presentation on mental health, stress management techniques particularly during COVID-19 pandemic, etc. There was also a session on Question & Answers wherein the Counselors of Sakhi has quoted some case studies, the challenges they are facing and sought suggestions from the Resource Persons.

In the feedback session, the participants expressed that, it was a refresher training for them eventhough they are aware of the Acts, it is useful for them in strengthening their understanding levels and revise the acts and gain knowledge. The meeting also helped in developing networking with the department, Sakhi Counselors and mutual sharing of their ideas and experiences in each Sakhi Centre.

**Visits to other Organisations and Departments:**

Visited Various Government Relevant Departments and Local NGO's for Rapport building, to gather information, Data Collection, Support seeking for the Survivors and Collaborating efforts in conducting activities. The visits enabled us to introduce about our activities, the project intervention, and awareness to the Support systems under our project, develop a network with the Organisations and convergence with the departments. The total visits made were 16.



## NIPUNA - COMPUTER SKILL TRAINING CENTRE

The project started in the month of April 2020 with support of Microsoft. Nipuna provides basic Computer Skills to the poor students from Bhumika working communities. There were established 2 Centres - one in Baghlingampally and the other in Saroornagar. The young men and women in the 10 working basthis at Hyderabad are being motivated by the Field Coordinators. The persons have sent their applications. The received applications were short listed and about 30 trainees were selected for each batch. This is a 3 months course. Due to COVID, we could not conduct the course for first 5-6 months. By March 2021, 2 batches have completed their course and there were a total of 36 trainees in the second batch. The trainees are provided with 59 Technical sessions and 12 General Awareness Sessions during the 2<sup>nd</sup> batch. Weekly tests and Final Exam was conducted to understand their progress levels. Graduation Ceremony is pending due to COVID.

## MOBILE LIBRARY

In October 2020, Bhumika started a unique initiative of mobile library with the blessing and benefaction from Abburi Chayadevi, a renowned feminist writer and Sahitya academy award winner in Telugu. The 'Abburi Chayadevi Mobile Library' is started with the objective of promoting joy of reading among the children in the Basthis, who lack the luxury of affording a book. The library goes to each Basthi everyday where it will be halted for 3 hours. Children and other enthusiastic readers come and read the books. The mobile library is equipped with nearly 1000 books in different languages across all genres.



## COVID AND DISASTER RELIEF SUPPORT

- Support during COVID-19 to the community people in 10 basthis- During Covid-19 lockdown period, many of the families have lost their livelihoods and difficult for their survival. Bhumika staff identified the needy people and distributed Dry Ration Kits (with Groceries). During this, they were provided awareness on Carona, preventive and precautionary measures, as well as approach to support systems. 2,550 families were provided with Dry Ration from all the 10 project basthis. It was supported by Azim Premji Philanthropic Initiatives (APPI), Bengaluru, Karnataka State, India
- Supported 530 stagnant guest migrants return to their native places at Orissa, Uttar Pradesh, Bihar, Chattisghad and Pune with dignity.
- Aranged buses and train tickets, food, water and other essential facilities.
- Collaboration with the Women Development and Child Welfare and Police departments'
- Dry Ration was distributed to the single women, people with disabilities, transgender, old age women, survivors of violence, etc.
- More than 5,000 households in Telangana and in Andhra Pradesh were reached.
- 1,000 Face Masks were given to Traffic Police and Legal Services Authority staff.
- Building resilience through food security and combat the effect of reverse migration, Bhumika has provided support to the women's collectives at Karimnagar for collective farming.
- In the month of September & October, 2020, there were severe floods in Hyderabad and many people lost their homes in water and many basthis were affected. Students have lost their school books & study material. Hence, Bhumika supported 200 students with distribution of 5 Note books and 3 pens to each student on 3<sup>rd</sup> November 2020. It was supported by Azim Premji Philanthropic Initiatives (APPI), Bengaluru, Karnataka State, India.
- Due to floods in Hyderabad, Nagamaiahkunta basthi was severely affected and many of our target group lost their homes and belongings. It was difficult for them even to get their meal for survival. Hence, Dry Ration Kits (with Groceries) were distributed to the 80 families on 8<sup>th</sup> December 2020.. This was supported by American Jewish World Service (AJWS), USA through Bhumika.



## STAFF CAPACITY BUILDING

- a) During COVID-19 lockdown, there were continuous sessions within the staff on different aspects like counselling, documentation, acts, communication skills, gender, sexuality, stress management, trauma, etc., on which respective staff members have imparted their learning from respective trainings held by the organisation. Through this there was a scope of mutual learning, cross sharing of views, perspectives and build their own capacities.
- b) The field staff attended Life skill training – online held by KKID on 30.11.2020.
- c) The Project Director conducted refresher trainings on Women issues and acts of Protection of Women from Domestic Violence Act, Protection of Women from Sexual Harassment at Workplace Act, etc., through online sessions.
- d) All the Counselors have participated in the Online Orientation on Women Safety and Psycho-Social Well Being for functionaries of Women Institutions / Women Helpline organised by NIPCCD, Bengaluru, India on 23 September 2020. Ms. Satyavati has oriented on women issues and legal aspects followed by GBV, Mental Health and Counseling skills by Dr. Vindhya Undurti, TISS, Hyderabad.

## DOCUMENTATION

During the year 2020-2021, we have printed the following IEC material was printed and used for dissemination purpose.

- i. Booklets on Support Systems for Women and Children in Telangana.
- ii. A Telugu translated version of Kamala Basin's book on Good and Bad Touch was printed and distributed to the adolescent girls of 10 basthis.
- iii. Calendars were distributed to the CBO leaders and volunteers of 10 basthis, government offices, basthi leaders, local NGOs and institutions.
- iv. Table Calenders with information on PWDV Act, 2005
- v. Posters on Prevention of Early and Child Marriages, its consequences and Law.
- vi. AV Documentation was in progress on 3 years of the project interventions



## SUCSESSES – CHALLENGES

### Successes:

- ✓ The trauma workshop provided to the Sakhi Centre staff and police officials increased collaboration and networking to support the survivors.
- ✓ Participation of SHE teams police in all the event during 16 days of Activism against gender based violence led to trust building among the community members on Community friendly police and build a confidence for their safety and protection.
- ✓ Regular activities at field level and support during the pandemic gave a strong relationship with Bhumika to the community members. They have a hope that, Bhumika will support them in crisis.
- ✓ The community members are provided linkage building with livelihood generation, information on Government schemes and bank linkages leading to improvement in the livelihoods after the lockdown.
- ✓ Improved awareness and sensitization among the CBO leaders and Youth Volunteers. They are accessing the services of helpline either it is Bhumika or Government for the issues of child marriages, love failure cases, etc.
- ✓ The youth are ensuring to curtail public harassment / eve-teasing within their basthis / slums.
- ✓ Many of the youth are getting advantage by joining in Nipuna, Computer skill course offered by Bhumika and focusing on their goal attainments thus, evolving as young leaders at the community level.
- ✓ Increased number of women reaching out to Helpline and Support Centers for Women.
- ✓ Direct access to all police stations to support the survivors for registering cases & other support
- ✓ Discussions with District Legal Services Authority on setting up of legal aid clinics in urban slums.
- ✓ The Forum meeting has brought forward many points to be taken into consideration in consultation with experts in addressing GBV.
- ✓ Active involvement of Legal Services Authority in creating awareness among the community members.
- ✓ Bhumika is at the forefront in taking up disaster relief activities in the context of COVID starting few days after the nation lockdown. Few activities in this direction are as follows:
  - ✓ Extending support by providing cooked food and dry ration during COVID times.
  - ✓ Making transport arrangements to send back the migrant guest workers to their native States with dignity and respect.
- ✓ 5 Smart Phones and 6 Tabs were provided and enabled the balala dandu children in 30 model villages to attend for online classes and acquire digital education skills.

- ✓ Creating awareness on prevention of COVID containment and mobilizing communities for vaccination.
- ✓ Distribution of dry ration and Nutritional Supplements to the survivors of post COVID and support to the families where there was loss of bread winners in the families was highlighted by all the target groups.

**Challenges:**

- COVID pandemic stopped all our intervention and we were forced to close down for four months
- Continued demand for livelihoods from women in Project communities.
- Vested interests and dynamics of local Community (Basthi) leaders and Self Help Group sangha leaders still influence the discussions during meetings
- Local women, youth and men not able to give enough time for meetings/trainings – influencing the number and duration of trainings and meetings
- Non availability of free or less paid de-addiction centres
- Repeated calls from psychologically disturbed survivors and few of their unwillingness to go for treatment
- COVID has left psychological distress in people leading to a increased demand for psychological intervention
- Few of the survivors approach for immediate solution for their issues
- Calls during late nights from the distressed women and need for immediate actionIt was difficult for the survivors to talk to the counsellor as they share the same roof with the respondents and feared that their situation might get aggravated if the respondents found them complaining about their behaviour.
- It was difficult to counsel the respondents over phone, except few. Hence, the survivors were suggested to approach Sakhi Centres or Dial 100 in cases of emergency.
- The survivors expressed that there was an increase in the violence during the lockdown and asked for immediate support through direct counselling and do not want to wait till the lockdown gets lifted.

## NETWORKING, ADVOCACY & LOBBYING

### a) With Dept. Women and Child Development:

- The Project Director is one of the Resource Person to conduct Virtual training sessions to all the staff of Sakhi Centres in the whole state of Telangana on Women issues and legal acts. Many online sessions were conducted.

### b) With Police Department:

- Provided resource support to the Sanghamitra programme of Rachakonda Security Council. The participants were frontline workers, doctors, representatives of gram panchayats, sanghamitras (community volunteers) etc. They were briefed about women protection laws and support systems.

## MAJOR LESSONS LEARNT

- ✓ Brainstorming to the counselors to explore different ways of counseling to make understand the people the various dimensions of understanding each other and developing respect towards each other for a happy married life.
- ✓ Increased ways for networking and formation of forum and agenda of the forum along with DV Act.
- ✓ By collaboration with other organizations and institutions and by providing resource support, Helpline number was publicized and there is a possibility of strengthening the forum, networking, spreading Bhumika's perspective and expertise to the grassroots through the forum.
- ✓ Able to understand the various changing trends in violence and the usage of technology like social media, etc.
- ✓ Good rapport with the Police officials. Even we are able to interact with the SP of Police over phone and felt happy at the response of the officials on ECMs.
- ✓ Learnt to connect with target groups through conference calls, WhatsApp groups, Video calls and exposure to digital platforms – like Zoom.
- ✓ Cluster level mobilization for online activities was a successful strategy for continuation of Peer Educators' activities.

## **IMPACT**

- Opportunities for membership in Internal Complaints Committees in Government, Non-Government and Corporate agencies.
- Increased appeals for Resource Facility on concepts of gender sensitization, Women's Rights, Entitlements and various Acts.
- Transformation of capacities to the grassroots functionaries and organizations to enhance change in the society.
- Created a platform for advocacy efforts

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## **INTERNAL COMPLAINTS COMMITTEE UNDER POSHAW ACT, 2013**

This year 2020-21, there were no complaints of Sexual Harassment at Workplace received within the organization of Bhumika Women's Collective. Hence, no cases were inquired during this year.

One (1) meeting was conducted with all the members of the Internal Complaints Committee during the year.

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