

Why does head of the family mean a father or a husband?

Why do we gift the girl-child a doll and the boy-child an aeroplane?

Why does saving always have to do with the daughter's wedding but never her education?

Why does a prospective bride have to be fair?

Why does a family insist that the prospective daughter-in-law discontinue work, however talented she may be? Or work but only from home? Or from home but not for profit?

Why must the working woman also be expected to look after domestic chores single-handedly?

Why is there no tangible value associated with being a housewife?

Why do we say 'nothing' when someone asks what our mothers do for a living?

Why do some male colleagues touch their women colleagues at the slightest pretext?

Why do men winners at Wimbledon (and elsewhere) get more than women winners?





Did you know that in India...

7,000 female foetuses are killed every day? *[Source: UNICEF The State of the World's Children]*

The female to male ratio is 93:100 compared to a world average of 105 females to 100 males.

[Source: Census of India]

70 per cent married women (15 to 49 years) are victims of beating, rape or coerced sex?

[Source: UN Population Fund Report]

58 women are raped, 136 women sexually harassed, 25 women murdered for dowry, 208 women tortured every day?

[Source: NCRB]

Did you know that West Bengal is a high offender against women?

- The state ranks second in rape cases in India after Madhya Pradesh.

- The state reported 28% of total incest rape cases in India.

- The state reported a more than 25% rise in sexual harassment cases in 2007 over the previous year.

- The state ranks second in spousal abuse after Andhra Pradesh with 9,900 cases.

- The state reported a 33.5% increase in spousal abuse cases in 2007 over the previous year.

[Source: West Bengal Status Report, 2007]

Director's note

The years 2005-09 were extremely significant in *Swayam's* progress during which not only did we expand our existing work, but also developed new areas of intervention.

There was a 60% increase in the number of women to whom we provide direct support services from 2005 to 2009. We motivated and built capacities of some of the women we work with to become change agents in their own right. As a result, large numbers of women now participate in the struggles of the larger women's movement for women's rights and gender equality. Some women formed a group called *Dishari* to address violence against women in their

respective localities. Others have set up a music group to create awareness on women's rights through songs. The women's Theatre Group and *Prayas*, the women's magazine, continue to create awareness on these issues.

We opened Community Support Centres for the first time in two communities, one urban, namely Metiabruz and one rural, namely Diamond Harbour with the aim of creating violence-free communities through the involvement of community members in ending violence against women.

We succeeded in setting up *AMAN: Global Voices for Peace in the Home*, an international

network to end domestic violence which now has over 70 members nationally and internationally and initiated a state-wide network of *Men for Gender Equality*.

We were active in advocacy work around the implementation of The Protection of Women from Domestic Violence Act, 2005 both at the state and national levels and translated the Act into simple Bengali to make it easily accessible to women and other stakeholders.

Our annual Campaign against Violence on Women and Girls reached out to large numbers of men, women and youth from all walks of life and different sections of society.

Our efforts towards self sufficiency bore fruit when we bought and moved into a space of our own with support from the Jules and Paul Émile Leger Foundation and local donations in 2006. We also received an Endowment Grant from the Ford Foundation the same year.

We moved towards institutionalising the organisation and began developing second line leadership in the organisations through capacity building and mentoring processes. Systematic efforts to enhance staff personal and professional self development were made.

Our work continues to be difficult and challenging but highly rewarding at the same

time. It is the spirit and power of the women and children we work with that gives us the strength and energy to forge ahead. They constantly teach us how to confront some of the worst situations imaginable and emerge stronger and ready to take on the world. The unwavering commitment of the *Swayam* team and our consultants, the support and encouragement of our Trust and Advisory Boards and the steady backing and assistance of our supporters and volunteers have been invaluable in helping us move towards our goals. I express my earnest and heartfelt appreciation to all of them. Finally, I would like to take this opportunity to thank Ms Shyamlu Dudeja, one of our

Board members who resigned due to personal commitments for her guidance and advice during crucial years of the organisation.

Anuradha Kapoor

Director, Swayam



Introduction

Aborted as fetuses. Seen as **unwelcome additions** to a family.

Denied access to adequate nutrition and healthcare.

Deprived of education, equal opportunities and the right to work.

Women are **subjected to violence** at every stage of their lives.

In the form of **female foeticide, female infanticide, sexual abuse, rape, domestic violence** and **dowry deaths**, to name a few.

The reality or threat of violence poses an obstacle in the lives of women and girls, not only limiting the range of choices open to them and their mobility but even depriving them of control over their lives in several cases.

Unfortunately, violence against women and their daily subjugation in varied ways is deeply entrenched in our cultural and religious traditions. Until recently, it wasn't even accepted as a human rights issue. And yet, gender-based

violence is no different from other forms of abuse clearly and consistently included in the human rights discourse.

Swayam, (meaning 'oneself'), a women's rights organisation, began working in 1995 to specifically address the inequality and violence that women face every day of their lives, regardless of their class, caste, religious or educational background, sexual orientation and mental/physical abilities.

Vision

Swayam envisions a violence free world where all human beings enjoy equitable rights and opportunities irrespective of their sex, gender, sexual orientation, age, class, caste, ethnicity, religion, nationality, language and mental/physical abilities.

Mission

We work towards establishing the right of women and children to live a life free from violence and fear by:

- Reinforcing their belief in themselves and facilitating their empowerment
- Challenging and changing societal norms and values that deem violence against women acceptable
- Creating social support for survivors of violence
- Holding the State accountable to address women's rights issues
- Working in a collective manner and in solidarity with individuals, groups, organisations and movements for a violence free society

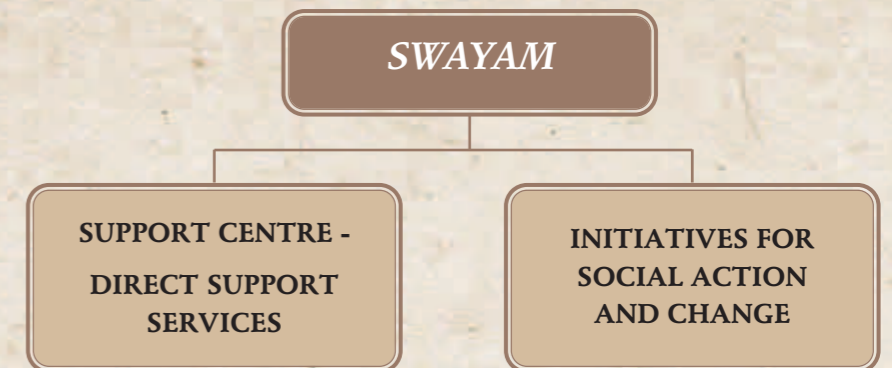
Activities

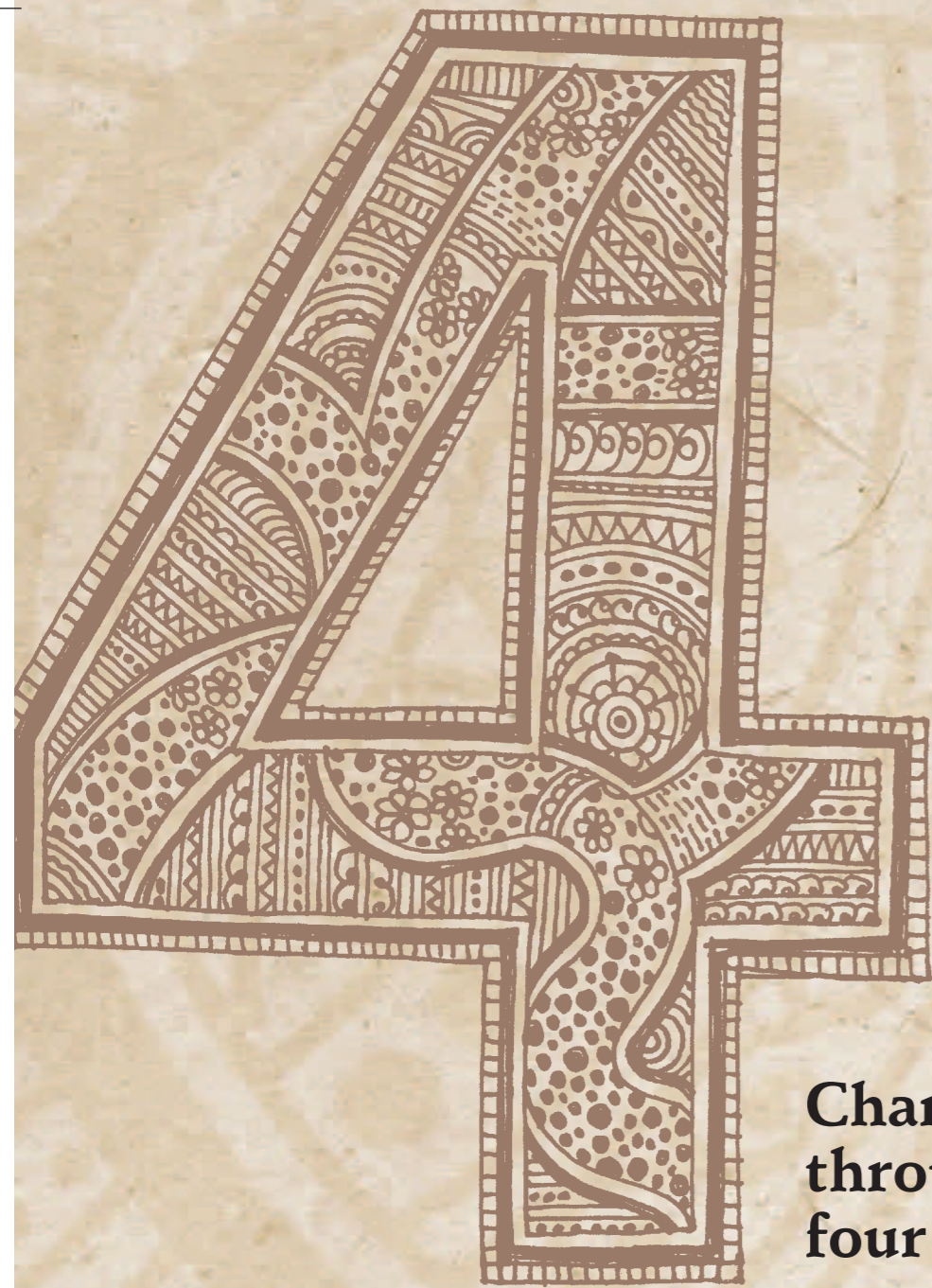
Swayam's work has two aspects to it – the curative and the preventive. On the one hand, we facilitate the empowerment of women facing violence – taking into account their psychological, emotional, physical and economic needs – to enable them to take control of their lives and become self-sufficient and economically independent. On the other, we question and try to change established norms and values that subjugate women to create an environment where violence against women is unacceptable and does not take place.

We provide *Direct Support Services* – counselling, police follow-up, legal aid, healthcare, referrals for shelter, employment and vocational training, a drop-in centre, child support and group activities to women facing violence in their lives and to their children and families.

Through our *Initiatives for Social Action and Change* we work to:

- Generate discussion and debate regarding violence against women
- Promote consciousness about violence against women, influencing public opinion
- Provide a platform to analyse the causes of violence
- Research and publish materials on women's rights issues
- Network with like-minded organisations
- Mobilise public and State opinion and action to end gender-based violence





Change-making through the last four years

Swayam turned 10 in 2005. Thereafter, our journey through the last four years (2005-08) was stimulating and exciting. In addition to focusing on improving the 'quality' of our services, we experimented with new strategies and explored new work areas.

REACH

We extended our support to 2,068 women and their children directly, over the phone and by email (average 517 women annually).

A PLACE OF OUR OWN

Swayam acquired private premises with support from the Jules and Paul Emile Leger Foundation and local resources.

CORPUS

We received an endowment grant from the Ford Foundation towards building our corpus.

MILESTONE

On 30 May 2005, we completed 10

years of existence, with celebrations at the Dalhousie Institute with well wishers and famous singer Usha Uthup.

DIVERSIFICATION

To mobilise community members to address violence against women and ultimately create violence free communities, we inaugurated two new *Community Support Centres* – one in urban Metiabruz and the other in rural Durgapur village (Diamond Harbour).

Suchitra had entered a relationship with a man without the knowledge of her parents, as she knew that they would not approve of him. Meanwhile, exploiting her vulnerability, the man was exerting sustained pressure on her to provide him with money. Suchitra would oblige by giving him her gold ornaments and money. After a while, he started threatening her and pressurised her to sign on some papers. Later, it became apparent that Suchitra had actually signed on a marriage registration paper. The man now began to blackmail Suchitra regularly for money saying he would tell her parents that they were 'married'. After a while, she had no option but to inform her parents about what had happened.

Suchitra and her parents lodged a case in the High Court. Utterly confused with the court proceedings and the indifferent attitude of the lawyer, coupled with the pressures of conservative family members who had no qualms about blaming Suchitra and her parents for the trouble that had befallen, she and her parents were under immense pressure to settle the matter quietly and on any terms. However, Suchira and her parents refused to succumb to pressure.

They decided to approach *Swayam*.

Swayam provided Suchitra and her mother with regular counselling and a detailed safety plan was worked out with Suchitra, as she and her brother were followed and threatened by the abuser and his allies. Suchitra's case was referred to the State Legal Aid Services Authority and the Chairperson took personal interest in the case. Apart from monitoring the legal proceedings of the case, the chairperson also encouraged and motivated Suchitra to carry on her fight. Meanwhile Suchitra decided to pursue a career and mustered the courage to travel on her own without any escort. Due to the pressure created by *Swayam* and the State Legal Aid Services Authority, a relative of the abuser finally gave a proposal to settle the matter. After a series of discussions, it was decided that the matter would be settled through a legal decree to be effected through the Lok Adalat (People's Court). Finally in April, after a struggle of more than two years, Suchitra was able to get a decree that nullified the 'so called' marriage. Suchitra has rejoined her studies and visits *Swayam* regularly for various group activities.

Case study # 1

CHANGING THROUGH MOTIVATING SURVIVORS

We believe in the inherent potential and ability of each woman we work with, to make a meaningful contribution to society, take decisions and exercise control over resources.

We involve women in the struggle for women's rights and encourage them to become change makers in their own right through the following means:

Involvement in the larger women's movement

We help women connect their personal struggles with the

struggles of the women's movement, mobilising over 100 women each year to participate in campaigns and programmes on women's rights conducted by *Swayam* and the movement at large. Consequently, many of these women have emerged as vocal spokespersons for the issue.



Dishari

Dishari or 'path setter' was formed by a group of 12 women who attended a number of meetings with *Swayam* and were inspired to work on violence against women and women's rights in 2006. We trained *Dishari* members in counselling, case handling, women-related laws, other women's rights issues, group building, and held a training on gender and related issues. The group members convened regularly and met with the *Swayam* team for guidance. *Dishari*

members held 21 meetings with the *Swayam* team and 15 among themselves, attended seven capacity development workshops and provided support to four women. They also participated in and carried out specific responsibilities during *Swayam's* awareness programmes.

Going ahead, the group plans to organise and facilitate awareness programmes in their own localities with support from *Swayam* until such time as they are able to function on their own.



“One of my neighbours was brutally beaten up by her alcoholic husband and in order to escape further beating she came running to my house in the middle of the night. I live alone with my teenaged daughter but I decided to take the risk and gave the woman shelter for the night. I also informed the local club and enlisted their support in case of any emergency at night. There have been a number of occasions when I have accompanied women to the police station or other places whenever they sought my help.”

– *Natasha Ahmed*

“Being associated with *Dishari*, I have become confident and I now protest against any form of violence and also inspire others to protest.”

– *Renu Batra*

“As a *Dishari* member I sometimes used to feel very helpless as I could not do much for those women who approached me for help or suggestions. After going through the trainings provided by *Swayam*, I feel much more confident to deal with problems. I have also learnt how to conduct sessions and now feel confident to interact with people on the issues related to women's rights and violence against women.”

– *Mina Mitra*

A music group

The music group was conceptualised during an *Adda* session in 2005. The group comprises around seven members who, besides holding rehearsals for performances, also hold regular meetings to address the issues that concern each member of the group. They gave 25 public performances as part of the awareness programmes and campaigns conducted by *Swayam* during the period under review.

Theatre group

The idea of using theatre as a tool for raising awareness grew

spontaneously out of a support group exercise 13 years ago. The *Swayam Theatre Group* has 12 members and 13 productions on violence against women and women's rights in their repertoire. We organised numerous conceptual, technical and teambuilding workshops for members including 'dance therapy'. A support group was also created to promote better understanding among group members. The group gave 25 performances in public spaces between 2005 and 2009 as part of the awareness programmes and campaigns conducted by *Swayam*.

Prayas

'*Prayas*' ('endeavour'), the women's quarterly magazine brings out latent talent and emotion and is written and edited by the women themselves. In the magazine, women talk about their experiences, dreams and desires through poems, short stories, drawings and other writings. Some 12 issues featuring 122 contributions from 31 women and 24 children were published during this period. Many of the women have written for the first time in their lives.

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Through their participation in the movement and through writing, performing plays and songs about issues that are 'taboo', the women have graduated from being 'oppressed' to emerging as activists in their own right



CHANGING THROUGH CAMPAIGNING

Campaigning – an effective tool for creating public awareness and action – is integral to *Swayam*. We campaign throughout the year with a special concentrated effort during the International Campaign to Stop Violence against Women and Girls from 25 November – 10 December which is part of a 16-day international campaign where women all over the world call for the elimination of all forms of violence against women. Our campaigns are aimed at involving the general public in taking action to end violence against women and girls.

Over the years, we endeavoured to extend the campaign's influence from a local to a national level, collaborating with groups within the state and the country to conduct

common campaigns on a state and national level.

The campaign focussed on particular issues and programmes every year, with events and campaign materials designed around it. We:

- Staged skits in coeducational colleges and universities and public places like streets and shopping malls
- Started a signature campaign against violence on women
- Held film festivals, interactive discussions, workshops, rallies, debates, information fairs
- Used theatre, music, puppetry, dance and a variety of other mediums to get our message across
- Produced numerous campaign materials (posters, brochures, banners, bags, pens, leaflets, stickers, badges, caps, etc) to widen our reach
- Enlisted the radio, television, hoardings, posters, leaflets, newspapers in various languages

– English, Bengali, Hindi, Urdu – and other media to spread the message

Through these campaigns, over the last four years, we successfully reached and mobilised large numbers of people from all walks of life and from different sections of the society including the women we work with, students, painters, photographers, actors, theatre personalities, columnists, teachers, academicians, journalists, social activists, government officials, poor communities, minority communities and village populations, directly and indirectly. The campaigns also received widespread media coverage in many newspapers and television channels and the radio, both English and vernacular, expanding our reach considerably.

CHANGING THROUGH CONNECTING

We believe that large scale social change is possible only through collective action and work extensively with organisations and networks working on similar issues. Collaborations also promote sharing knowledge and strategies. We work actively to initiate, promote and strengthen these networks in the following ways:

An international network against domestic violence

Swayam initiated the formation of *AMAN: Global Voices for Peace in the Home*, an international network of organisations working on domestic violence that looked to provide women with greater access to support, to share and standardise the quality and efficacy of intervention tools, to innovate new strategies and to influence policies to address domestic violence at national and international levels.

The network provides a platform for member organisations and individuals to:

- Build alliances and share strategies and resources at the regional, national and international levels
- Help increase choices and resources for survivors of domestic violence
- Build public support against

domestic violence

- Advocate at the national and international levels to address domestic violence and related issues and lobby for changes at the policy level

As one of the founding members and the present National Secretariat of AMAN, *Swayam* has been working hard at expanding the network. The network has grown in numbers and we now have 49 members from 15 Indian states, the US, the UK and Canada.

Although the network is still in its initial stages, we have managed to create considerable interest, share information and strategies. Various capacity building workshops and a collective campaign highlighting the Protection of Women from Domestic Violence Act, 2005 (PWDVA, 2005) were conducted nationally. Resources were shared amongst members – posters on the law designed by

an organisation in Mumbai were used by groups across the country, TV spots produced by *Swayam* in Bengali were dubbed in a further five languages by AMAN member organisations. Collaborations on specific cases of domestic violence continued both nationally and internationally.

'Men for gender equality'

Swayam appeals to men who we believe can facilitate a change in male attitudes towards women. In December 2008, *Swayam* facilitated the establishment of a network of men – Men for Gender Equality – to mobilise men to create awareness on women's rights, fight violence against women and promote gender equality in West Bengal. The members meet every month, discuss relevant ideas and chalk out future plans of action.

“I had an opportunity to express my thoughts in the session on communalism. I disagreed with the facilitator in the workshop that it had become important to uphold our religious identities. I feel that even though we have many identities, the sole identity that binds all of us together, is that of a 'woman'. When I was facing domestic violence, I was looking for an organisation that was capable of responding to my needs, rather than a Muslim organisation.”

– Feelings shared by a woman who participated from *Swayam* at the Conference



The Seventh National Conference of Autonomous Women's Movements in India

Swayam took the initiative to bring the *Seventh National Conference of Autonomous Women's Movements in India* entitled "Towards a Politics of Justice: Affirming Diversities, Resisting Divisiveness" to Kolkata, from 9-12 September 2006. As an active member of the National and State Coordination Committee for the conference, *Swayam* mobilised different women's rights organisations and networks in Kolkata to host the conference.

The conference provided a space for expression of ideas, politics and struggles, where no one voice is more important than

another, but rather, where the spirit of democracy, sisterhood and solidarity seeks to encourage debate and dialogue by bringing together women and 'autonomous' organisations, i.e. non-government, non-electoral, non-political, non-violent and non-underground groups or funding agencies. Participants represented a wide cross-section of such diversity, including Dalit women, Adivasi women, women agricultural workers, workers in the informal sector, women from minority communities, displaced women, migrant women, survivors of violence and state oppression, women with disabilities, sex workers and sexual minorities. The most significant part of the

participation was representation from women with disabilities, sex workers and lesbian and queer women.

Swayam staff, along with about 25 women we support, enthusiastically took responsibility and participated in the conference. A film on female foeticide scripted by one of the women was screened along with other films during the conference. Another woman boldly shared her experience of the conference at the Closing Plenary before an audience of thousands of people. On the last day, the women also participated in the rally with great enthusiasm. Their energy, spirit and dynamism were laudable.

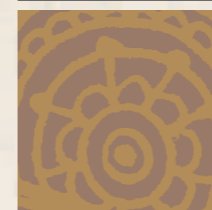


The national conference of the Muslim Women's Rights Network

Swayam and *Muhammad Bazaar Backward Classes Development Society* jointly organised the national conference of the Muslim Women's Rights Network, for the first time in Kolkata, from 18-20 December 2008. Over 150 delegates from different states and grassroots level workers from West Bengal participated. The first day was

devoted towards discussion on the Sachar Committee report, legal rights of Muslim women and the role of the Wakf Board, while the second day saw 'experience-sharing' by Muslim women from the interiors of West Bengal's districts. The post-lunch sessions on the second day and the entire third day were devoted to a meeting of the network, where issues relating to Muslim women that came up during the conference

and pertaining to the institutionalisation and structure of the network were discussed and deliberated in detail. The discussions on all three days were interspersed with cultural programmes. The curtains came down with a press conference at the Calcutta Press Club. At the end a fifteen-point charter of demand was read out.



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Anupama's was a classic case of domestic violence. Her nightmare began almost immediately after marriage. Her husband was opposed to her pursuing a career and put a stop to it. What began as verbal abuse swiftly escalated into physical torture. By now the couple had two daughters and the father did not spare the children either. He entered into a relationship with the household help and stopped providing his wife with any money to run the home. Anupama registered a complaint with the local police but to no avail. Anupama decided to somehow endure the horrible conditions of her life until her children were settled.

Anupama availed of *Swayam's* legal advice and decided to file a divorce suit in Family Court where she would be able to fight her own case. Anupama played an active role in her legal affairs. She worked with *Swayam's* legal consultant to strategise and prepare for

the court date. She successfully negated her husband's appeal for a lawyer and secured favourable orders of injunction and attachment of her husband's salary from the judge, who took special interest in her case as she was fighting on her own.

Going by the wishes of her younger daughter, Anupama didn't divorce her husband, but filed an appeal to the judge to grant her lump sum alimony through the bank where her husband worked in a managerial capacity, which the Court granted her. This was a big victory for Anupama and today she inspires a lot of women to find the courage to fight their legal cases on their own. She has also instilled faith in the hearts of the caseworkers that it is possible to win a legal battle without a lawyer representing the case. Anupama now is an active and informed participant in *Swayam's* legal information awareness campaigns and participates regularly in *Swayam's* group activities.

Case study # 2

CHANGING THROUGH ADVOCACY

The Protection of Women from Domestic Violence Act, 2005 (PWDVA)

Swayam has been active in advocacy work around the passing and implementation of the Protection of Women from Domestic Violence Act, 2005 both at the state and national levels. After much lobbying by the movement, the Act was passed in August 2005 and finally became operational on October 26th 2006. Since then, we have been committed to ensuring that

the law is implemented in its true spirit and that there is awareness about the law among the different stakeholders — women, activists, NGOs working on domestic violence, lawyers, judges, police and the society at

large. We are also a part of various initiatives to monitor the implementation of the Act and have translated it into simple Bengali to reach out to women and other stakeholders.



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CHANGING THROUGH RESEARCH AND PUBLICATIONS

We undertook a study on sexual harassment to understand the attitudes, experiences, beliefs and

perceptions of women and men in Kolkata and published the report entitled 'Eve-Teasing or Sexual Harassment, A Case for Redefinition' which called for elimination of the term 'eve teasing' altogether.

We also published a simple Bengali translation of the Protection of Women from Domestic Violence Act, 2005, to make it accessible and easily understood by women and other stakeholders.

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CHANGING THROUGH TRAINING

We are frequently called to provide expertise on addressing violence against women and women's rights in workshops, seminars and discussions, etc, by organisations and institutions in India and abroad. Some of these include being invited as guest speakers at the women's rights

courses conducted by the Women's Studies Departments in Calcutta University and Jadavpur University, programmes organised by the National University of Juridical Sciences, West Bengal Women's Commission, the British Council, women's rights organisations in the state and nationally and at international conferences on human rights, equality and gender issues at the University of

Connecticut, USA organised by the UNESCO Chair in 2006 and 2008 and in Dhaka organised by Bangladesh Human Rights Advocacy Project in 2005.

As a resource organisation we conducted trainings for stakeholders at all levels including students, teachers, government officials, various state agencies, NGO staff, grassroots level communities and corporate organisations.

Year	2005-06	2006-07	2007-08	2008-09
Number of workshops, seminars, trainings, presentations	20	16	25	25

One of the new trainings introduced during this time was the 'Two Country Gender Training Workshop'.

As members of SANGAT (South Asian Network of Gender Activists and Trainers), *Swayam*, along with SANGAT members from Bangladesh, have organised a yearly 'Two Country Gender Workshop' in Bengali for grassroots workers from West Bengal and Bangladesh since 2006. The training encompasses many important issues – gender, patriarchy, masculinity, feminism, communalism and fundamentalism, sexual rights and its relation to human rights, violence against women with a

special focus on domestic violence, trafficking and problems related to migration. Apart from these, we also focus on identity politics, development theories, gender analysis — approaches and tools, the women's movement in India and Bangladesh and globalisation and its effects. "Songs for Change" is a special session that was included in the programme from

2007 that highlighted the importance of songs in ushering in change. For the first time in 2008, male participants attended the workshop held at Manikganj in Bangladesh and the presence of both the sexes contributed immensely to enrich the texture of this workshop and made a powerful impact on the exploration of gender relations.

"I have come to know about my rights and learnt ways to assert those rights in my family, political and civic life and also in my economic decisions. I think I can make my own position more powerful now."

– *Sufia Begum*



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CHANGING THROUGH INTERNAL DEVELOPMENT

Swayam believes in providing

quality services through staff capacity building. Swayam staff members are sent to appropriate workshops, seminars, trainings and exposure trips along with being trained in-house. These

help the staff increase their knowledge base and also provide them scope to exchange views, enriching themselves.

Some of the in-house trainings organised for the staff included a workshop on 'Sexual Health' in April 2005; workshop on 'Muslim Women's Rights and Laws' in January 2008; training programme on 'Presentation and Communication Skills' in June 2008; a training course on basic computer operations between June and December 2008; a training session on 'Right to Information Act' in February 2009.

Year	2005-06	2006-07	2007-08	2008-09
Number of workshops, trainings seminars (in-house and outside) attended	16	18	20	22

CHANGING THROUGH EVOLVING

Over the past four years, we restructured the organisation. New systems for monitoring and evaluation were introduced by consensus to ensure quality and transparency in our work. As an organisation, we believe in sharing 'ownership' and the opinion of the women we work with and staff, matters a lot. We introduced a process of evaluating our work by the women we work with and took their views into account before

embarking on our annual strategic planning. Keeping the future of the organisation in mind, a process of developing

second line leadership was begun four years ago which has already proved to be effective.

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Scope for improvement



We have identified a few areas where we were unable to fulfil our objectives and are adopting new strategies and methods to address them in the future.

Employment opportunities for women

Accessing employment and creating income generation activities for the women we work with has been an uphill task. On the one hand, motivating women to consider a career or employment as a necessity is a big hurdle because of their mindsets, socialisation, lack of family support, inability to leave small children and go to work and other related problems. On the other, it is difficult to access lucrative employment opportunities for them. Most of them do not

have the required professional skills to match the demands of the job market. The expectations of the women and those of the job market also do not coincide. Furthermore, not all women are suited to becoming entrepreneurs.

We tried to address this problem in various ways and helped place women in jobs and set up small businesses, but the numbers were insufficient.

Website

Our website is a tool to reach out to women and create awareness about the issue to a larger community. Our website

has been increasingly accessed by women who need support but are unable to come to us directly in person or because they are in another city. We have provided information and support to these women and often connected them up with organisations in their cities that can help them.

Although the website has tremendous potential and we can use it in a more effective manner by making it more interactive, informative and updated, we have not been able to do this due to lack of technical knowledge and manpower.

Operational review

Direct Support Services to women, their children and families

Swayam's Support Centre caters to the immediate and long-term needs of women, their children and their families through a number of services, both at the individual and at group level.



Helping women help themselves

Swayam helps women understand their situation, analyse its causes, assume the responsibility of their decisions and have the strength to address

probable consequences. During the period under review, we provided services to 2,068 women and their children directly, over the phone and by email (average 517 women a year).

“I have discovered myself. I am more communicative now and also more self reliant.”

– Priti Ganguly

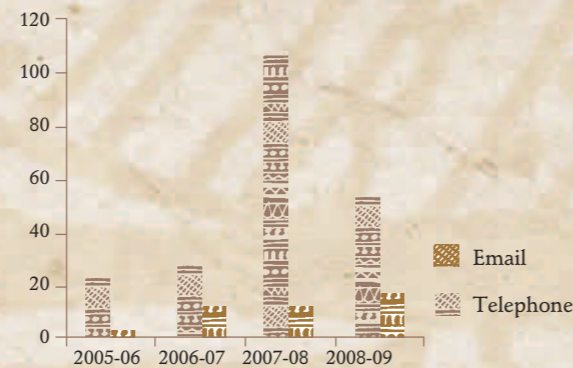
Swayam in Numbers

Women we worked with directly (new and follow-up cases)



There has been a 30% increase in new cases and a 67% increase in follow up cases we handled since 2005-06.

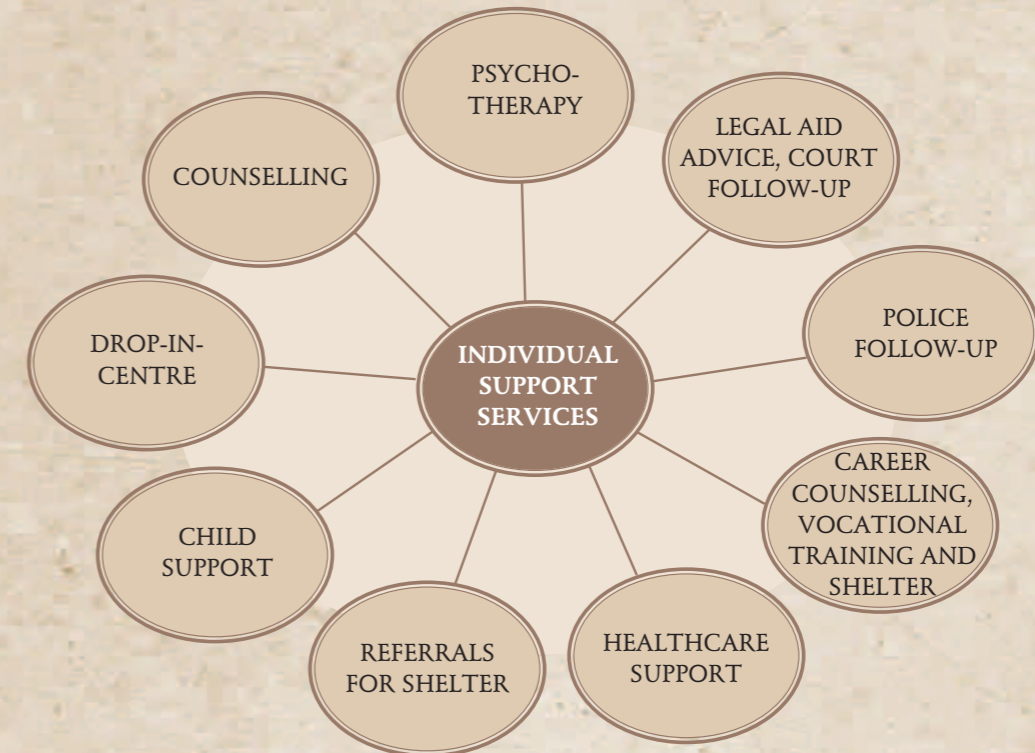
Women we worked with over telephone and email



There has been an increase of over 155% in cases handled over the telephone and a 50% increase in cases handled over the email since 2005-06.

Individual support services

We provided women with a wide range of support services as detailed below:



Counselling and psychotherapy:

A woman's mental well being is key to her overall recovery process and our mental health services combine counselling with group activities. Counselling and psychotherapy help women rediscover and reinforce their confidence and self esteem and take positive decisions about their lives.

“Swayam is a place where women, irrespective of their religion, language or economic status, come and get an opportunity to share their grief and happiness without any discrimination”.

– Smirti Malik

“Psychotherapy has reduced my doubts and made me more positive about life; this has positively impacted my work”.

– Mina Mehta

Namita's story

Namita was a demure, stammering woman when she first came to Swayam. A survivor of domestic abuse at her in-laws. At Swayam, she attended counselling and actively participated in group activities. That is when Namita realised what she always suspected. That she had courage and a flair for tailoring. The consequence was two things Namita had not done until then: she filed for divorce and started her business.

The result: Namita now personifies positive transformation and confidence.

Legal support: Legal advice and aid made it possible for women to discuss their problems, clarify doubts, seek legal redress and fight for their rights. Significantly, we followed up women's cases with lawyers and in court.

Police follow-up: Accompanying women to the police station – to ensure that their cases are properly reported and timely action is taken – formed an essential part of the services we provided.

Career counselling, vocational training and employment: We provided career and small business counselling to make women 'employable', along with vocational training support, job referrals and small loans for getting into business.

Healthcare and shelter: Emergency medical aid and shelter referrals were provided to help women tide over critical situations.

Child support: Limited child support for education was provided to the children of needy women.

Drop-in-centre: Our drop-in-centre provided women with a space to get away from their troubles, however fleetingly. The space made it possible for them to mread, listen to music, drink tea, sleep, play games, converse, befriend or simply relax, enjoy themselves and access a modest library of books, films and cassettes.

Number of women who benefited from specific support services – 2005-2009

Support services	Number of women
Counselling	1,285
Psychotherapy	188
Follow-up with police	147
Legal advice	830
Legal aid	164
Court follow-up	265
Shelter	13
Medical aid	17
Career counselling	181
Vocational training	63
Job placements	31
Loans for small businesses	7
Educational support for children	20 children a year on an average

“I am more informed about legal matters now; more self confident; I want more financial help for fighting legal battles”.
– Sonu Bhagat

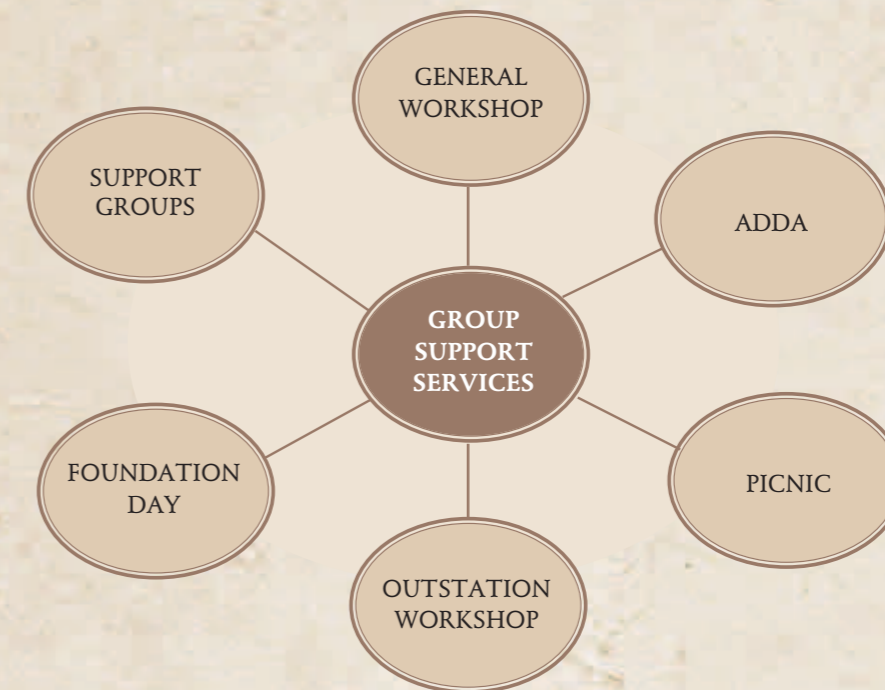
“I feel confident to explore the unknown and to fight for my rights.”
– Mina Mehta

Meena's story

Meena bore three children and numerous beatings for 20 years. When Meena sought *Swayam's* intervention her husband accused her of mental sickness. The situation calmed down for two months after *Swayam* intervened and counselled her husband. After this, the beatings resumed. We then helped Meena lodge a complaint at the local police station and the Officer in Charge summoned the husband. Following discussions, promised he would not abuse her and would provide her with adequate money for household expenses. Meena's husband has stopped the abuse and now provides her with maintenance and more importantly, a life of dignity.

Group support services

Swayam emphasises a collective and participatory approach to remove isolation, create friendships and facilitate the emergence of women as change agents. Our group activities comprise general workshops, addas, picnic, outstation workshops, parenting workshops, women support groups and celebrating *Swayam's* foundation day and so on.



General workshops: These workshops provide an opportunity for women to meet other women and gain a broader perspective to their individual problems. Various issues including mental health, legal rights, sexual harassment at the workplace and International Campaign to Stop Violence against Women were discussed. The women also evaluated our work in these workshops.

Adda: This monthly institution provides women with the space for fun (jokes, songs and dance) and free-flowing conversation. It lessens stress and provides cheer in their lives.

“These meetings act as stress relievers for me.... I would never miss the opportunity of coming here. It makes me happy to be among friends”.
– Bina Swaroop

“I am at peace with myself when I come for the group meetings. I find a lot of mental strength from the support group. A strong bond connects all of us in the group. Whenever I am faced with a problem, instantly I think of my group members for support.”
– Christine Lobo

“My favourite activity in *Swayam* is adda. Adda has no substitute as this is the forum where women are able to forget all their pains and worries for a while and participate only as a member of *Swayam*”.
– Sonu Bhagat

“I came to know that even I can express myself which has given me enough self confidence.”
– Roxana Begum

Outstation workshops: These provide women distance from the trials and tribulations of their daily lives. They get to spend quality time together, create bonds of trust and reaffirm self-belief. The annual week-long workshops comprise structured sessions in line with the emotional vulnerability of the participants, the space to express themselves without restraint and help them overcome depression. These were held in Kalimpong, Gopalpur, Puri and Vishakhapatnam.

These workshops lead to the formation of support groups that provide women a space to share their personal experiences of violence and abuse, derive mutual support and form friendships.

Picnic: The annual picnic for women, children and *Swayam* staff is a day of enjoyment with games, prizes and sumptuous food. Participation in this event increased from 128 in 2005-06

to 193 in 2008-09, a testimony to its popularity.

Foundation Day: *Swayam's* birthday celebration offers women, their children and staff a chance to showcase their talents in an uninhibited manner. Impromptu performances by women and their children added to the general mirth and gay atmosphere.

Introduction of new group activities

Workshop on parenting: Witnessing violence on their mother has a negative impact on children leading to psychological and behavioural problems and their mother is often at a loss on how to deal with them. In response, we organised workshops on

parenting for women to explore these problems and understand how to address them.

Study circle: This forum facilitated an exchange of views among the *Swayam* staff and the women. A session on sexuality and sexual rights was held in July 2008.

Film shows: Film shows were introduced in January 2009 to introspect on issues relevant to women's lives and rights and have replaced the study circle.

Creative writing workshop: Regular creative writing workshops were introduced in 2006 to encourage women to write. The writings were published in their magazine *Prayas*. Writer Bani Basu was invited to one such workshop as a resource person.

“The creative writing workshop opened the window of my mind. It's a space for hidden talent to flower.”

– Monimala Choudhury

Number of sessions and women participating in group activities, 2005-2009

Activity	No. of sessions/workshops	Average participant per session
General Workshop	12	58
Adda	41	34
Outstation Workshop	4	13
Support Group Sessions	58	10
Picnic	4	131
Annual Day	3	106
Parenting Workshop	5	13
Film Shows	3	25
Study Circle	1	18
Creative Writing Workshop	4	19

How *Swayam's* services were rated by women

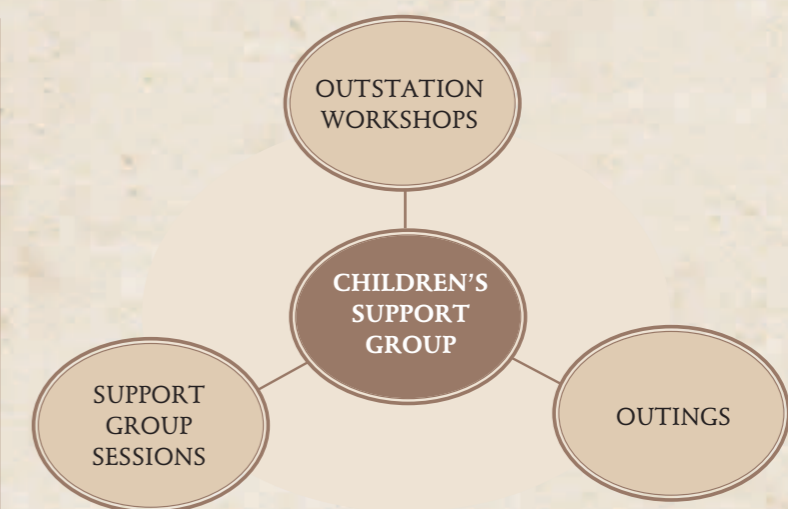
2006 62% said it helped build their self-confidence	2006 50% said it helped build their self-esteem	2006 52% said it helped their ability to take decisions	2006 27% said it helped in their inter-personal relationships
2008 75% said it helped build their self-confidence	2008 46% said it helped build their self-esteem	2008 56% said it helped their ability to take decisions	2008 38% said it helped in their inter-personal relationships

* In 2006, 52 women participated in the evaluation; 75 women did so in 2008

Working with children

Domestic violence often scars children for life and they need special attention to deal with the consequences. We address the needs of these children through individual therapy and group activities.

We formed four support groups for children based on their ages. At the individual level, children were offered psychotherapy; at the group level, regular support group sessions were held with all the four groups on issues ranging from anger management, group bonding, child sexual abuse, health and hygiene through group activities and role play, among others. Career counselling workshops



were conducted with adolescent and young adult groups.

Based on the feedback of one such workshop with the young adults, five students from the group were enrolled in a summer course on computer

training and conversational English at the British Institute in 2008. Each year, one of the groups was taken for an outstation workshop, while a day outing was organised for all four groups annually.

We formed four support groups for children based on their ages. At the individual level, children were offered psychotherapy; at the group level, regular support group sessions were held with all the four groups on issues ranging from anger management, group bonding, child sexual abuse, health and hygiene through group activities and role play, among others.

Services provided to children, 2005 - 2009

Support groups	Group sessions	Participants (average)	Outings	Participants (average)	Workshops	Participants (average)
Play group	14	24	3	24	-	-
Child group	17	55	4	24	-	-
Adolescent group	17	55	2	10	2	19
Young adult group	16	41	3	28	4	28

Working with women's families

A woman fighting against violence in her own life finds strength from her family. Gender stereotypes and social pressures create a lot of stress on natal family members and very often they are unable to reconcile with the fact that

their daughter has had a failed marriage. We initiated a dialogue with the natal family members to create an interface for interaction; informed them about *Swayam's* activities and began a process by which a support group of family members could be formed.

“Family counselling has given me the opportunity to understand what's working in the minds of our family members.”

– Rita Banerjee

pix to come

Initiatives for Social Action and Change (ISAAC)

This segment of our work goes beyond direct intervention. The *Initiatives for Social Action and Change Programme* aims at generating mass awareness and triggering action across society to end gender-based violence through our outreach and capacity building programmes, work in communities, campaigns, trainings, publications, research and documentation. We also network with like-minded groups to influence changes at the policy level.



Work in communities

One of the main reasons why violence against women, particularly at home, continues to escalate with impunity is because it is by and large sanctioned by society. Creating social condemnation against this is one of the most effective ways of preventing it. Women need social support to fight violence or leave an abusive relationship. Bearing this in mind we began an initiative in 2007 to build violence-free communities in two areas, one urban and the other rural, in collaboration with local community members, CBOs, NGOs and the local government machinery. The first was in Metiabruz, a minority-dominated poor area in Kolkata and the other was in Durgapur village in Diamond Harbour, a rural area near Kolkata with an almost equal mix of majority and minority community populations. The aim of the initiative was to facilitate the formation of proactive groups of men, women and youth and to equip them to prevent and protest against violence on women, with the ultimate objective of creating violence-free communities.

We initiated our work at

Metiabruz on the request of a local woman who had come to us for support. In Diamond Harbour we began by collaborating with CINI, an NGO working on health issues. We started by conducting a baseline survey in both communities that clearly indicated pervading gender-based violence and the marginalisation of women. In response, we conducted meetings with local clubs, men, women, girls, local state officials, *panchayat* members and the police, among others, to enlist their support. We organised awareness programmes and campaigns and mobilised community members to participate in them.

Initially, community members/clubs provided us with spaces to hold community meetings and run a counselling centre. However, these soon became inadequate and we started a community support centre in both communities to provide women a space where they could freely share their problems, access information on issues affecting their lives and undertake livelihood training. During this period, the number of women facing violence accessing our support centres

increased substantially. We provided them with support services like counselling and followed up their cases with their family, police and court as required.

Metiabruz: In the first year, an Information Fair on women's rights was held and more than 3,000 community members participated. Four women broke traditional barriers at the fair and performed a play in public for the first time in their lives. The following year, the International Campaign to Stop Violence against Women and Girls was observed with five street corner plays on eve-teasing and domestic violence followed by community interactions. Students from local colleges participated in a debate on women's rights issues and children from local schools performed plays on the importance of education for girls and child marriage. Six young girls formed a music group and sang publicly for the first time. The International Women's Day programme in 2009 was celebrated through games and sports, activities considered 'unwomanly' by the community. Community women took the initiative and played an active role in planning

and organising the programme.

A livelihood-based computer training for women and adolescent girls was introduced in collaboration with Anudip Foundation and proved to be popular with 34 participants. Monthly *Majlis* (informal chat) sessions were started for women to have fun and discuss issues that are of relevance to them.

We observed a positive shift in the involvement of women and girls from the community in the participation and organising of our programmes and activities. In the first year, they attended our programmes. By the second, they were performing and conducting the programmes themselves. They also helped translate materials in Urdu for us and accompany us to the police station and homes of survivors when required. The local police station has now begun to refer cases of domestic violence to our support centre.

We have also been able to mobilise support from other community members including teachers of local schools and colleges, counsellors, local government representatives and locally influential individuals.

Diamond Harbour: An Information Fair focusing on

women's rights and violence against women was organised in collaboration with CINI in December 2007. Over 5,000 men, women and children from 12 villages under the *Patra Gram Panchayat* attended the fair. We also formed groups of men, women and a core youth group to work on gender-based issues. The following year, the Information Fair was held again and men, women and youth helped organise the fair and participated in cultural activities. International Women's Day was celebrated on 9 March and community women enthusiastically participated in the sports events that were organised. With their mobility curtailed at every step, women and girls got a much-needed breather. A workshop on parenting was held for the women with a child psychotherapist answering their queries. Film screenings were also organised to create awareness on relevant issues and initiate further discussions. Handicrafts training and gender-based trainings were conducted for youth groups. Consequently, community men, women and youth took the lead in mobilising community members for our activities and participated enthusiastically as

well.

Liaising with the government machinery yielded dividends with the Sub-Divisional Police Officer referring cases to us regularly, the Department of Information and Culture collaborating with us in our programmes and *Sansad* members (lowest rung of local self government) of the *Patra Gram Panchayat* asking us to provide them gender training. This has been an excellent development as these are the members who will ultimately become a part of the local government and will be sensitised on women's rights issues by the time they assume office. We have carved out an independent identity for ourselves and are now branching into adjacent villages. CINI is now using many of our posters and other communication materials in its training and programmes.

This period saw *Swayam* forge stronger links with the communities despite resistance from some men and we are now working towards building community groups that focus not only on women's rights but also on issues affecting the community as a whole.

We initiated our work in Metiabruz on the request of a local woman who had come to us for support. In Diamond Harbour we began by collaborating with CINI, an NGO working on health issues.

We observed a positive shift in the involvement of women and girls from the community in the participation and organising of our programmes and activities.

Outreach and capacity building programmes

Our outreach programmes are essentially geared to analyse the causes of violence and discuss ways in which different social groups – the judiciary, educational institutions, the police, NGO's and community based organisations, health practitioners and the general public – can combat it through focused group discussions, workshops and interactive sessions. Some of these programmes are highlighted below:

Judiciary

- We held workshops, seminars and training on gender justice with judges, lawyers, public prosecutors, law students and law faculty under the aegis of the Asia-Pacific Advisory Forum on Judicial Education on Gender Equality Issues. (*Swayam* is part of the management team of the Forum).
- We organised a three-day residential workshop on gender equality entitled 'Beyond the myths: Upholding equality' in July 2005 in Dooars, West Bengal for 24 judges and magistrates of district and sub-divisional courts of West Bengal.
- We held a two-day residential workshop on the Protection of Women from Domestic Violence Act, 2005, for 30 judicial magistrates from Kolkata and districts in

collaboration with Lawyers Collective.

Educational institutions

- We worked with 29 Kolkata colleges to raise awareness among students through three poster exhibitions, 10 interactive sessions and panel discussions, 18 workshops, three debate competitions and four inter school/college competitions centring on gender and violence against women.
- We held an essay contest with *The Statesman* (Voices section) on the topic 'Men of quality are not afraid of equality', inter-college drama competitions, self-defence training for girls and open-mike sessions where college girls shared their personal stories of courage.
- We were involved in the *Peaceworks* process initiated and conceptualised by the Seagull Foundation for the Arts to introduce and instil a human rights education curriculum in urban schools covering gender, identity, diversity/equality, media, human dignity and justice.
- We conducted a gender orientation workshop with 22 teachers from schools and colleges in 2005 and initiated discussions on the findings of our report 'Young Minds Speak' on students' perceptions of gender inequality and violence against women with educationists, the Ministry of

Education in West Bengal and other players in the educational system, to see how gender equality issues can be integrated into the educational system.

Police

- We conducted a number of sensitisation programmes with inspectors and sub-inspectors of police from different districts in West Bengal.

Public

- We used various tools for awareness generation including film festivals and poster exhibitions and brought exciting film festivals – 'Made by Women' in 2005, in collaboration with Point of View, Mumbai and the 'Tri-Continental Human Rights Festival' each year from 2006-2009, in collaboration with Breakthrough, Delhi – to Kolkata as a part of our mandate to create a more equitable world.
- We organised 'Peace Women across the Globe', an exhibition detailing the work of 1,000 peacemakers nominated for the Nobel Peace Prize in 2005 and a photography exhibition in December 2006 of renowned journalist P. Sainath, reflecting the story of poor rural Indian women and their work in collaboration with the Seagull Foundation For Arts and SANGAT.
- We organised a photography exhibition 'Women Struggle,

Women Resist' in collaboration with Drik India, depicting women's protests, struggles and resistance in 2007.

Campaigning

The highlights of each year's campaign and the issues it dealt with are as below:

2005-06

The campaign focussed on the different forms of violence against women and was aimed at men in particular and conducted in collaboration with 14 organisations in West Bengal. Some of the events held during the campaign were:

- An Information Fair covering different right issues, including child rights, right to sexual preferences, trafficking, domestic violence and rights of disabled people with a special focus on women, among others in Diamond Harbour.
- Poster exhibitions at busy street junctions like Park Circus and on Nicco Park premises
- A peace march to observe South Asian Women's Day at the Shyambazar five-point crossing
- An open session with college girls sharing personal experiences of strength and courage
- A debate and interactive sessions with college students

2006-07

The campaign was designed in collaboration with Drik India

and IAWRT and appealed to men and young boys to take responsibility in ending violence against women and girls. We also collaborated with the Seagull Foundation for the Arts, Calcutta Samaritans, Hope Foundation, Child In Need Institution and Maitree to reach a larger and different audience. The events included:

- Film screenings and panel discussions on 'Women and State Violence'
- An artists workshop on Gender, Sexuality and Violence against Women
- A panel discussion on 'Men's Responsibility to Stop Violence against Women' with actor Rahul Bose as a speaker
- An exhibition of paintings entitled 'SHE' by Anita Gurbaxani in collaboration with the Oxford Bookstore

2007-08

The focus of this campaign was the Protection of Women from Domestic Violence Act, 2005 (PWDVA, 2005) and towards this:

- A mobile matador rally on PWDVA, 2005 was organised in collaboration with numerous women's rights organisations.
- TV spots on PWDVA, 2005 were designed and shared with AMAN members who translated them into their local languages. These were shown through cable television in various rural and urban areas.

■ Information fairs, street corners, film shows, theatre, music performances and a press conference were also organised.

Over 40,000 people were reached directly, while the media helped us reach many more.

2008-09

The focus of the campaign was men's responsibility in ending violence against women and girls. The events organised were:

- A walk to stop violence against women and girls
- Awareness programmes with men
- Street theatre
- Information fair
- A debate competition

All India Radio consistently invited *Swayam* in its live phone-in programme Mahila Mahal. Consequently in 2008, phones started ringing in *Swayam's* office from villages in Burdwan and Midnapore even before the programme had ended.

Advocacy around the Protection of Women from Domestic Violence Act (PWDVA, 2005)

Our advocacy efforts around PWDVA, 2005, between August 2005 and March 2009 are briefly listed below:

- Attended a meeting with parliamentarians and the press on PWDVA, 2005, organised by

Action India and other NGO's in New Delhi

- Participated in discussion on the enforcement and effective implementation of the PWDVA, 2005, organised by the West Bengal Commission for Women in collaboration with the National Commission for Women in Kolkata
- Attended a discussion on the implementation of the PWDVA, 2005 in West Bengal on invitation from the West Bengal State Women's Commission
- Appeared as a panellist in a discussion on the PWDVA, 2005 on the National TV Channel Doordarshan
- Organised a meeting of like-minded organisations to discuss collective lobbying in West Bengal for a meaningful implementation of the PWDVA, 2005
- Made a presentation on the PWDVA, 2005, for lawyers, activists and local women in Barasat on invitation from the Institute of Social Work
- Held a two-day residential workshop on the detailed provisions of PWDVA 2005, for 30 magistrates from six districts in West Bengal
- Conducted sensitisation programmes with the police

(organised by D.C. Port Kolkata, Criminal Investigating Department of Police, Kolkata Police), lawyers and NGO's on domestic violence, the content of PWDVA, 2005 and the role of police, lawyers and protection officers

- Conducted an advocacy and signature campaign to ensure effective implementation of the Act and a six-member team of delegates from the AMAN network (West Bengal chapter) met the Minister of Law, Government of West Bengal, to discuss the effective implementation of PWDVA, 2005
- Prepared leaflets on the PWDVA, 2005 in four languages (English, Bengali, Hindi and Urdu)
- *Swayam's* theatre group wrote and performed a play in Bengali detailing benefits under the PWDVA, 2005
- Made two TV spots in Bengali on the Act which were shown on four television channels
- Highlighted the PWDVA, 2005, in the fairs in Metiabruz and Diamond Harbour
- Designed a mobile rally on matador vans which spelt out details of the provisions under the Act and translated the

“I regained mental strength and found the appropriate legal path to follow.”

– *Alpana Mahato*

PWDVA, 2005, into Bengali in a simple manner for wider awareness.

Resource and campaign materials

We produced and published numerous resource and campaign materials in the form of books, information kits, booklets/ pamphlets, leaflets, posters, training kits, reports, fact sheets and TV spots, among others, in Bengali, Hindi, English and Urdu. Some publications comprised:

- Visual training kit on gender and violence against women (SOPAN)
- Posters on issues addressed by our campaigns
- TV spot on Protection of Women from Domestic Violence Act, 2005
- Bengali version of Bell Bajao, a TV spot on domestic violence

Networking

Collective processes catalyse

social change. We reinforced linkages with like-minded organisations namely:

- Maitree, a women's rights network in West Bengal
- Muslim Women's Rights Network, a national network to promote and protect the rights of Muslim women
- SANGAT, a South Asian network of gender activists and trainers
- Forum to Engage Men, a national platform of individuals, organisations and institutions working with 'Boys and Men for Gender Equality'

With Maitree, we participated in the following protests and

campaigns:

- A protest against the attack on noted writer Taslima Nasreen by fundamentalists and the decision of the West Bengal government asking her to leave the state
- A 24-hour sit-in demonstration and hunger-strike to protest the state violence and grave violation of human rights against villagers in Nandigram
- A programme focusing on the Right to Choice to observe World Human Rights Day with
- A demonstration to protest dastardly crimes against the Christian community in Orissa.

We handled the Secretariat for Maitree for four months and organised a number of study circles on Reservations for Women's Political Participation and the Protection of Women from Domestic Violence Act 2005 for Maitree members.

We believe it is important for us to lend solidarity and work with groups working on different human rights issues to strengthen the overall movement. In this context, we participated in a number of meetings and rallies organised by different rights organisations, including Disability Rights groups.

Volunteers and interns

We engaged young volunteers from schools and colleges to help with office and programmatic work

Year	2005-06	2006-07	2007-08	2008-09
Volunteers	18	2	-	9

We have had numerous interns including young women from Ghana and France.

Year	2005-06	2006-07	2007-08	2008-09
Interns	1	3	1	2

Visitors

We received visitors, both individuals and organisations from India, Bangladesh, Japan, the US, Finland and Israel who wanted to learn about our work and experiences.

Year	2005-06	2006-07	2007-08	2008-09
Visitors	9	54	15	50

Towards a brighter future



“If you can imagine it,
you can achieve it. If you
can dream it, you can
become it.”

– William Arthur Ward

Swayam's vision is to create a world free of violence with equal opportunities for all. To achieve this vision, we aim to carry on with our core activities and change direction and focus in some areas of our work. While we will continue to provide support services to women facing violence, their children and parental families, the spotlight will be on building the capacity of women to create awareness and action around women's rights and gender equality, as well as on addressing their need for economic self sufficiency. We will mentor members of *Dishari* and encourage women to use their creative talents like theatre, music and *Prayas* to contribute to broader struggles around these issues. New strategies with regard to women's economic self sufficiency will be introduced and small enterprises and non traditional forms of work will be actively developed and

promoted. Activities that respond to the mental health needs of women will continue to be given priority. Our work with children of survivors, particularly adolescent children will be revamped to address their specific needs.

However, the focal point of our work in the coming years will be the community based prevention work that we have begun in Metiabruz and Diamond Harbour. We will concentrate on ways in which to increase the involvement and ability of men and women in these communities to bring an end to violence against women in their communities. Simultaneously, we will facilitate a process of empowering community members, particularly women to demand their rights and entitlements from the State and make the State accountable.

Another important area will be to work with the student community to address gender inequality and violence against women and strengthen our campaigning efforts.

We will strengthen the work of AMAN: Global Voices for Peace in the Home and Men for Gender Equality and advocate

for the effective implementation of the Protection of Women from Domestic Violence Act, 2005. An interactive website will be developed and awareness materials and publications produced. Personal and professional capacities of our staff members will be developed and second line leadership strengthened.

In the last four years we provided support to over 500 women annually on an average; going ahead, we expect to increase this to 550 women annually. In doing so, we expect to widen its circle of influence, touching more women across a larger number of geographies.

Now the time has come for us to move from awareness to action; from patient progress to accelerated rollout; from the success of established captive models to widespread replication, from direct support to policy level interventions. We expect to achieve this by motivating other NGOs to replicate our successful model through training and mentoring processes and working towards systemic change at the policy level in collaboration with like-minded organisations, networks and social movements.

Trust Board

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Kamla Bhasin, *Trustee, Founder Member Jagori (New Delhi) & Advisor, Sangat*

Shyamlu Dudeja, *Trustee, Chair, Calcutta Foundation (Till March 2008)*

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Kakali Bhattacharjee, *Senior Programme Facilitator*

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Shyamali Das, *Case Worker*

Aatreyee Das, *Case Worker*

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Manasi Halder, *Community Worker*

Mosaddek Molla, *Field Worker*

Nargis Ara, *Field Worker*

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Subhasri Ghosh, *Publications' Coordinator*

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Ananda Mohan Dey, *Asst. Accountant*

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Anuradha Das, *Mental Health*

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Registration details

Registered under the Indian Trusts Act and the Foreign Contributions Regulations Act. All contributions to *Swayam* are exempt from Income Tax u/s 80G of the Income Tax Act.

Acknowledgements

We wish to thank all the individuals and organisations mentioned below without whose support *Swayam* would not have been able to achieve its goals.

Funding partners

The Cardinal Leger Foundation

The Ford Foundation

Other donors

The Calcutta Foundation

Ladies Education and Welfare Trust

Ladies Education and General Trust

Time and Talents Club

Individual donors

Anita Gurbaxani

Kheali Bose (Late)

Naveen Kishore

Rakesh Surie

Somnath Hore (Late)

Partner organisations

Anudip Foundation

Samikhani

Sudarshana Ladies Circle

The Seagull Foundation For The Arts

Our supporters

Abeer Chakravorty

Anusuya Bhaduri

Arundhati Gupta

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Sunandini Banerjee

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Saleya Bibi

Sheikh Aminuddin

Sheikh Azizullah

Sheikh Maibur

Metiabruz

Md Naushad

Shakil Ansari

Tabassum Ara

All our VOLUNTEERS and in particular:

Atique

Bandana Chatterjee

Naveen Jhajharia

Nibha Bhakta Mitra

Piya Sengupta

Piyali Sen

Pritam Bandopadyopadhyay

Raisa Hosain

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Madeleine Martin

Neelanjana Sikdar

Sindhura Chakravarty

Y. Benita Mercy

All the networks and organisations we have worked with during this time.

All the women we have worked with for their strength and courage.

Balance Sheets as at 31.03.2006, 31.03.2007, 31.03.2008 and 31.3.2009

(Amount in Rs.)

	For F.Y.:2005-06	For F.Y.:2006-07	For F.Y.:2007-08	For F.Y.:2008-09
A. SOURCES OF FUND				
Accumulated Fund	-	-	-	-
Project Fund carried forward to the next financial year as per object of the trust	530,472.71	4,481,888.68	2,136,386.36	2,459,562.94
Corpus Fund	83,289.00	133,289.00	133,289.00	133,289.00
Capital Assets Fund	6,629,484.50	7,860,695.55	8,219,096.55	8,435,057.55
Endowment Fund	-	14,160,435.64	15,012,729.64	16,089,461.53
Total	7,243,246.21	26,636,308.87	25,501,501.55	27,117,371.02
B. APPLICATION OF FUNDS				
Fixed Assets	6,629,484.50	7,860,695.55	8,219,096.55	8,435,057.55
Fixed Deposits (Short Term) with Banks & Financial Co.	391,109.00	4,230,022.52	1,752,104.15	2,206,038.15
Investments	-	-	-	-
Endowment Investments	-	14,160,435.64	15,012,729.64	16,089,461.53
Investment in Mutual Fund	-	446,000.00	446,000.00	446,000.00
		26,697,153.71	25,429,930.34	27,176,557.23
Current Assets, Loans & Advances				
Current Assets				
Cash & Bank Balances	222,652.71	(45,340.40)	70,875.65	(94,509.49)
Loans & Advances				
Amount wrongly deducted by ABN AMRO Bank	-	-	-	24,467.28
Tax Deduction at Source	-	695.56	695.56	10,856.00
Total Current Assets	222,652.71	(44,644.84)	71,571.21	(59,186.21)
Less: Current Liabilities & Provisions				
Provision for Land & Building	-	-	-	-
Resource Material for Gender Training	-	16,200.00	-	-
Total Current Liabilities	-	16,200.00	-	-
Net Current Assets/(Liabilities)	222,652.71	(60,844.84)	71,571.21	(59,186.21)
Total	7,243,246.21	26,636,308.87	25,501,501.55	27,117,371.02

Income & Expenditure Accounts for the year ended 31.03.2006, 31.03.2007, 31.03.2008 & 31.03.2009

(Amount in Rs.)

	For F.Y.:2005-06	For F.Y.:2006-07	For F.Y.:2007-08	For F.Y.:2008-09
A. INCOME				
Project Fund brought forward from previous year as per object of the Trust	1,979,992.89	530,472.71	4,481,888.68	2,136,386.36
Add: Amount received towards Resource Material	-	-	16,200.00	-
	1,979,992.89	530,472.71	4,498,088.68	2,136,386.36
Donation Received	3,811,056.00	8,194,904.00	1,507,309.00	5,189,484.00
Training fees	36,841.00	15,103.00	10,000.00	76,600.00
Interests Received	391,432.00	169,347.42	136,943.06	111,203.11
Received for Two Country Gender Training Workshop Expenses	-	286,425.00	-	-
Interest Income received from Endowment Investment	-	122,486.36	283,427.37	379,520.72
Security Deposit Refund	-	168,786.99	-	-
			1,937,679.43	5,756,807.83
	6,219,321.89	9,487,525.48	6,435,768.11	7,893,194.19
B. EXPENDITURE				
Direct Support Services Programme				
Support Centre Activities- Individual support services	438,207.23	424,951.00	568,360.25	704,208.00
Motivating & Mobilising Women through Group Activities	321,883.00	284,776.50	303,424.00	444,437.50
Individual & group support for children of survivors	77,685.00	83,366.00	62,312.50	117,859.50
Support Centre Expenses	254,733.00	179,120.25	242,115.25	286,345.50
Support Centre Space Charges	372,420.00	57,000.00	-	-
Programme Staff for individual & group support for women & children	1,104,276.00	1,231,431.00	1,391,977.50	1,776,466.50
Initiative for Social Action & Change (ISAC) Programme				
Outreach and Capacity building programmes, work in Communities	153,001.00	357,185.00	175,397.00	356,885.75
Networking, advocacy, campaign, documentation and publications	286,239.50	99,791.50	359,003.75	465,857.50
Programme Staff for ISAC Programme & Documentation	336,097.00	389,819.00	512,857.50	695,299.50
Staff Capacity Building	217,445.88	84,850.50	94,735.00	145,169.50
Auto-evaluation and monitoring	-	445.00	32,838.00	47,528.00
Gratuity Payment	-	478,128.00	129,277.00	140,000.00
Investment related Expenses	-	2,012.00	1,173.00	1,760.00
Purchase of Assets	2,548.00	105,633.00	358,401.00	215,961.00
Payments towards purchase/ modification of Building	2,094,559.57	1,125,578.05	-	-
Maintenance Charges for Building	-	74,610.00	38,299.00	-
Account & Audit Fees	29,754.00	26,940.00	29,211.00	35,853.00
	5,688,849.18	5,005,636.80	4,299,381.75	5,433,631.25
Project Fund carried forward to the next financial year as per object of the trust (Distributed accordingly to the respective funds in the Balance Sheet)	530,472.71	4,481,888.68	2,136,386.36	2,459,562.94

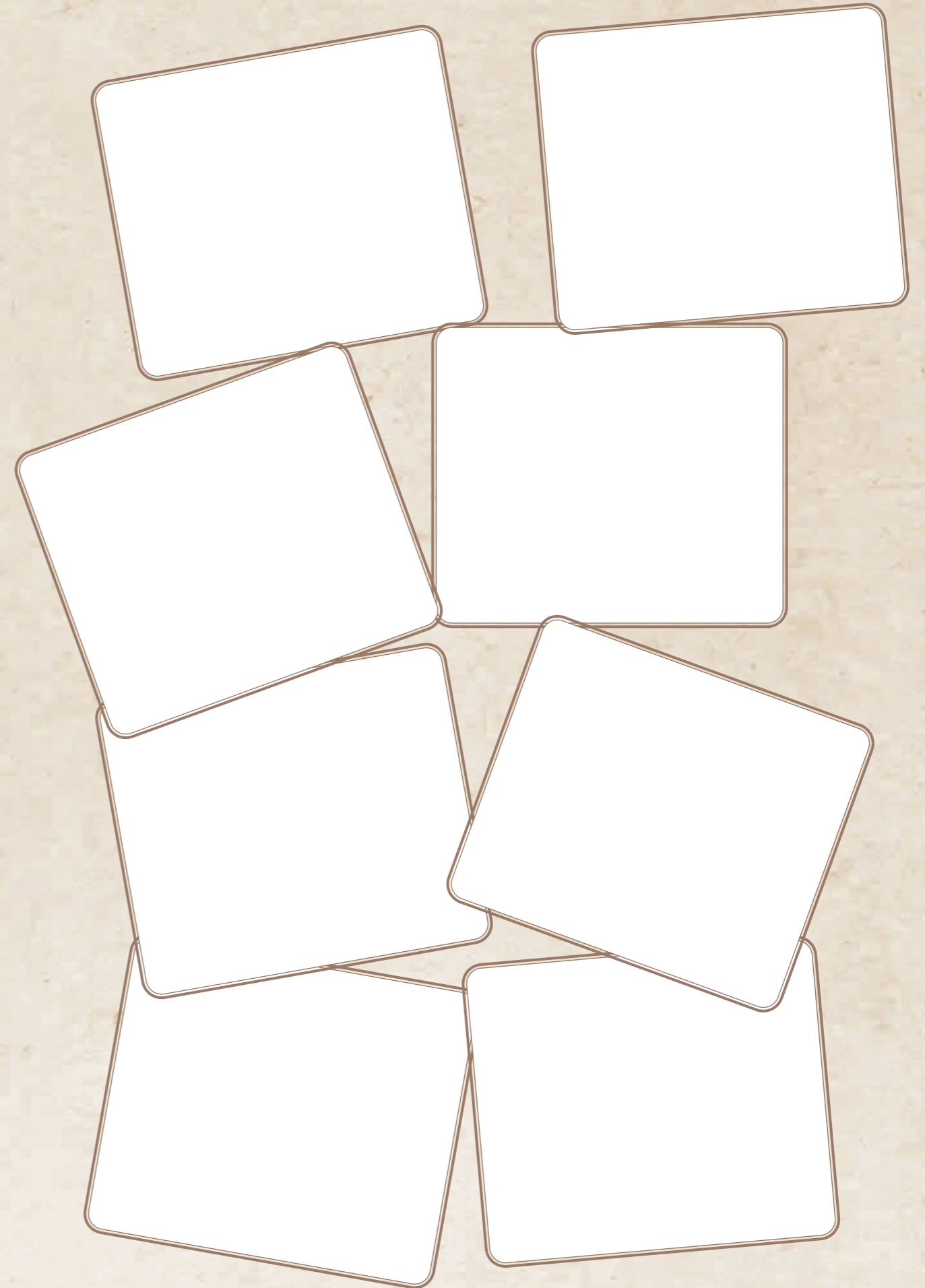
Support Swayam

**Help us realise our dreams of a
violence free society.
Each one of us has a role to play.**

You can make a
DIFFERENCE

- Donate now
- Volunteer
- Help us raise funds
- Help find job/employment opportunities for women
- Help find sponsors for children's education

A little gesture from you can go miles in changing the lives of many. Make your contribution today



“

Let us rise in the moral power of womanhood;
and give utterance to the voice of outraged
mercy, and insulted justice, and eternal truth,
and mighty love and holy freedom.

– *Maria W. Chapman*

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