



**crea**

**Making Women's Human Rights Organisations and Movements Sustainable for the Future**

**Annual Report  
2015-2016**

## 0. Introduction

CREA conducted the Sexuality Gender and Rights Alumni Institute (SGRI) in Istanbul, Turkey from 20-27 June 2015. The Institute aims to develop a conceptual understanding of the fields of sexuality and human rights, and of their connections with each other and with issues of gender and health.

CREA also conducted the Feminist Leadership, Movement Building and Rights Institute (FLMBaRI) in Broummana, Lebanon from 23-27 August 2015. The Institute aims to build the conceptual clarity of participants on gender, feminism, feminist leadership, and movement building, and their links to human rights in their regional context. CREA has been conducting these annual Institutes since 2004 in South Asia and since 2008 in East Africa.

As part of the Sexual Rights Initiative (SRI) at the United Nations Human Rights Council (UNHRC), CREA attended the 29<sup>th</sup> and 30<sup>th</sup> HRC session.

CREA undertook substantial preparatory work for its upcoming Institutes, trainings and programmes which would be rolled from the next fiscal year.

## 1. Context

The targeting of NGOs and shrinking of civil society spaces has continued if not worsened in the last year and the trend is evident in all the regions that CREA works in (South Asia, East Africa and Middle East and North Africa) directly or/and in collaboration with its partners. Governments across countries, have moved towards imposing stricter regulations for receiving foreign donations, and imposed travel bans, asset freezes and interrogated NGO staff, which many in the civil society space believe is to intimidate anyone who criticizes the government or reports on human rights violations. Two of CREA's partner organisations have been directly impacted and have had staff detained and interrogated by state investigators. The organisations are not the only ones in danger as dissenting individuals are also under threat. Several bloggers and activists in South Asia have been attacked and killed for exercising their freedom of expression and publicly opposing religious fundamentalist forces in their countries. These form the difficult conditions under which the civil society and activists are working on sensitive issues such as sexuality, religious fundamentalism, peace and security, and human rights.

The following contextual changes have influenced the implementation of CREA's project activities during the past year.

### *Position/policy of the government:*

I. ***At the global level***, increased political instability, conflict, economic, food and health crises, and poverty have impacted the work of all NGOs. Women have been more adversely affected by decreasing economic opportunities, less food available for their children and families and more violence due to conflict situations, and it has become incumbent on all NGOs to address these issues within all their programs. At the same time, there has been a strengthening of women's movements in many countries that understand the connections between issues of development, gender and rights and have increased the abilities of NGOs to participate in confronting violence against women, the spread of HIV/AIDS, economic empowerment and poverty alleviation.

II. *At the Human Rights Council of the United Nations*, civil society has played a significant role in providing inputs on violence against women, sexual rights, gender integration, HIV/AIDS, access to medicines and gaining recognition for maternal mortality and morbidity as a human rights issue. Civil society has also raised its voice against violence inflicted on human rights defenders and has worked hard to keep the space created for civil society.

III. *In South Asia*, democratic spaces have been shrinking. Notwithstanding this, civil society groups have organised themselves in large numbers to voice their concerns/protest about violence against women and marginalised groups, and against undemocratic ways of governance in some countries.

There has been, however, some silver lining to the grey clouds. This especially holds true for LGBTIQ rights in India. In February this year, the curative petition challenging the December 2013 Supreme Court judgment to uphold Section 377 that criminalizes homosexuality, was referred by the Supreme Court to a 5 judge constitutional bench. This is being seen as a positive development and many LGBTIQ groups and supporters see this as an opportunity to revitalize the advocacy around Section 377. While progress on implementation of NALSA judgment that affirms rights of transgender people is still slow-moving, some more states have come out with implementation plans for the judgment. This could mean an increase in advocacy for rights of transgender people.

IV. *In Central Asia, East Africa and in the Middle East*, South-South collaborations are building capacities of NGOs in this region to work on issues of women's human rights. However, political situations in these regions continue to be unstable and governments are formulating and implementing policies and laws that violate human rights. For example, The Kyrgyz parliament recently voted out a bill designed to term civil society groups receiving foreign funding as "foreign agents". If this had passed, it would have meant increased surveillance and restrictions for human rights groups in the country.

Collaborations among LGBTQ groups and feminist groups across Central Asia are increasing, specifically on addressing violence against activists and security.

#### Area and Sector:

Several developments that fall outside the project intervention have impacted CREA's work in the past year.

- *New forms and locations of violence against women:* On the one hand, old forms of violence are resurging, such as son preference in South Asia across economic and educational strata. On the other, growing fundamentalism and new technologies - cyber, cellular and virtual - are spawning new and mutant forms of violence against women.

- *Limited models and approaches to sexuality and VAW:* The majority of civil society interventions still focus on violence against heterosexual or married couples. Responses to HIV focus on disease prevention without addressing underlying power inequalities that help spread the disease. Responses to violence against women are often protectionist and women are seen as victims, not agents.

- *Heightened security concerns curtailing democratic rights:* As security concerns escalate globally, there is an increase in curtailing of civil and political rights, especially of mobility, and freedom of speech and gathering.

- *New social movements are being formed and existing social movements are working together with other movements:* Existing social movements are working together to become more inclusive of marginalised people, and addressing issues as interconnected, not isolated.

## 2. Outcomes

The specific outcomes that are achieved through these initiatives include:

1. A greater number of **activists/women leaders** who can advance women's human and sexual and reproductive rights from a feminist perspective
2. **Women and girls** are able to make informed decisions about their bodies and sexuality and challenge power structures that keep them silent and oppressed
3. The perceptions, attitudes and practices of activists, **organisations and movements** working on gender, sexuality and reproductive health have become more rights- affirming

## 3. Activities

### I. Strengthen Feminist Leadership

#### 1. The Feminist Leadership, Movement Building and Rights Institute- MENA

The Feminist Leadership, Movement Building and Rights Institute (FLMBaRI) is one of CREA's flagship programmes. The regional Institute brings together women leaders and activists to strengthen feminist leadership, strategies and collective power for social transformation. In total, 15 Institutes have been conducted so far—eight institutes in South Asia, six in East Africa, and one in MENA.

The Feminist Leadership, Movement Building, and Rights Institute in Middle East and North Africa were conducted in Broummana, Lebanon from 23 – 27 August 2015. <sup>[SEP]</sup>It was a bilingual Institute (Arabic-English), held in collaboration with Nazra for Feminist Studies, an Egypt based organization. The Institute brought together 15 participants from Algeria, Egypt, Lebanon, Sudan, Tunisia and Yemen. The participants were from organisations such as Chouf Minorities and ATFD (Tunisian Association of Democratic Women) from Tunisia; The Feminist Collective of Algiers, from Algeria; KAFA (enough) Violence & Exploitation and Sawt al niswa—Voice of the Women, from Lebanon; Harassmap and Egyptian Female Lawyer's Initiatives, from Egypt; Royaa Center, from Sudan; AFDC (AWAM Foundation for Development and Culture) from Yemen, amongst others.

The Institute highlighted the connections between different seeming arenas of feminism, gender equality, and sexuality, that also reflected in varied sessions that were covered during the MENA Institute, including:

- All about Power
- Patriarchy as a Power Structure
- Women in Conflict—Focusing on Grassroots Organising and Resistance in Sudan
- Feminism
- Social Movements, Feminist Movements, and Why Movements Matter
- Gender, Sexuality and the Internet
- The politics of Internet Rights
- Feminist Consciousness and Solidarity
- Everyday Insecurities – Everyday Feminism

- Feminism and Women’s Movement in MENA
- Feminist Movements, Organisations and Leadership
- Gender, Law and Policy
- Women and Peace building: Libya
- Creative Writing from a Feminist Perspective
- Questions of Sexuality and Feminism
- Feminist Movement in MENA: presentations by participants

The rich discussions that transpired during the many sessions covered different aspects of women’s engagement with uprisings and their participation in political and public life in the region. Participants also shared stories and experiences of resistance in the face of religious fundamentalism and state repression.

### **Planning work for FLAMBRaI 2016 (East Africa and South Asia)**

In 2016, CREA will be conducting the Institutes in East Africa and South Asia in October and November respectively, for which the planning is currently underway.

From January onwards, a series of meetings have been organised by the CREA team internally and with the core faculty of the institute—Srilatha Batliwala<sup>1</sup>, to flesh out the curriculum. The discussions have largely been on addition of new sessions and the ways to further unpack some of the already included concepts. For instance, FLMBaRI will continue to focus on advocacy from a movement-building lens. However, it will expand the framework of advocacy to look beyond national/international policy levels to also shifting social attitudes, and locate it in the larger continuum to social transformation. Additionally, the effort would be to further discuss advocacy in shrinking spaces. The initial groundwork and planning for the institutes has entailed doing a closer analysis of participants’ post institute feedback from recent years. An outcome of this is that the CREA team has identified the need for making feminist mentorship an integral component of its institutes as part of its larger alumni engagement strategy. Similarly, the conversations on other aspects of the institute are being discussed, decision on which will be taken during an institute planning meeting with CREA staff, resource persons and subject experts which will be organised in July 2016.

### **Innovative/Special Projects**

## **II. Advance Sexual and Reproductive Health and Rights**

CREA implemented the following activities and programmes:

### **1. Sexuality, Gender and Rights Institute Alumni meetings**

On November 4, 2015, CREA brought together 15 alumni participants in Cairo, Egypt. Each person spoke of their association with CREA and how it has impacted their work and thinking. A few

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<sup>1</sup> **Srilatha Batliwala** is a lifelong feminist activist-scholar whose current work focuses on feminist movement building, documenting and analysing the impact of women’s rights struggles on the world, and training and mentoring young feminist activists and scholars around the world. Since the 1970s, Srilatha has worked for gender equality and women’s empowerment through grassroots activism, advocacy, teaching, research, training, grant-making, organisational development and popular education. Up to the mid-90s she focused on building movements of poor urban and rural women in India. She then moved on to work in several premier international institutions - including the Ford Foundation, New York, the Hauser Center for Nonprofit Organisations at Harvard University, and since 2007, with AWID. She serves on the boards of several international and national organisations. Srilatha has written extensively on women’s issues, and is well known for developing cutting-edge concepts and frameworks that bridge the worlds of theory and practice, and academia and activism.

participants mentioned how the diversity of participants and faculty, ranging from political, cultural and national backgrounds to a variety of academic disciplines, however, with the common thread of gender and sexuality, exposed them to something new they did not know before. One participant said that the CREA institutes provide a space where activists and academics come together to liberate their knowledge and look at the issues analytically, and this has proved useful in how she herself approaches her work. Another participant mentioned that as CREA does not use an identity-based framework and comes at issues of sexuality from a range of viewpoints, so that it is not straitjacketed or limited. And, this has influenced her work with Women's Human Rights Defenders and lent a deeper understanding of issues on sexual violence. Adding to that, another participant spoke of how this made her think of sexuality issues as beyond just violence and also connected to choice, pleasure and consent.

A need that many participants agreed upon was to establish concrete ways to solidify and sustain such knowledge exchange like the institute and possibly conduct exchange programmes in future to solidify and sustain a strong South-South nuanced experience based collaboration. They further requested support on providing spaces to have conversations on how organisations can continue their work despite shrinking civil society space in many countries and to also discuss how organisations especially in the middle-eastern context can frame their work so they can continue, without the threat of arrests.

Another smaller meeting, was organised on 2 November 2015, with 10 LGBT activists, which included, Maie Panaga and Sally Al Haq from Ikhtyar; Azza Sultan, founder and Executive Director of Mesahat and also part of Bedayaa; a physician (name withheld) who also along with others runs a Facebook closed group for LGBT community (over 500 member), and Yara, a trans activist. The conversation focused on violations of human rights of the LGBTIQ community in Egypt. They spoke of how police entraps people using apps like Grindr and arbitrarily arrests those suspected of being gay. Anyone, who even appears to be nonconforming in their appearance, is harassed by the cops. They also spoke on certain practices LGBTIQ persons have adopted to ensure safety of themselves and others and their work, like ensuring there are no photos or indication of any work they are involved in, on their phones and use of VPNs for accessing sites in case they are being tracked. The physician who is also an activist spoke of how in the previous hospitals he worked in, he had come out and was thereafter fired. And, in his new workplace he chose to not talk of his sexual orientation, realizing it was more practical, while he continues his activism. Maie and Sally spoke of how building knowledge and resources is one of their priorities and how they are trying to collate and get more writing done in Arabic on sexuality. Most of the knowledge on the issues is in the form of research or around international women's human rights discourse. There is a need to develop feminist texts and build their own discourse that can be used at the grassroots level that is relevant to Egyptian context and can be used to mobilise groups and to critique other discourses. The group also included Scott Long, US born human rights activist who has been working on LGBT issues in Egypt and had earlier served as the Executive Director for Human Rights Watch for several years. In conversation around possible areas of work, Scott mentioned that there is not much work happening in the region on sex worker's rights. Scott also serves as a resource person for CREA's Sexuality, Gender and Rights Institute, Global. He too shared his experiences and the challenges activists and journalists are facing in the current environment working on these issues in Egypt.

### **Preparation for CREA's first global Alumni Forum**

CREA has been conducting the Sexuality, Gender and Rights Institute (SGRI) since 2002 in India and

2007 globally. With nearly 500 alumni and 15 years of Institutes, it is time for CREA to step back and tap into the collective knowledge and experience of our alumni around the world. CREA plans to launch a series of small forums, gatherings and learning events to deepen knowledge on urgent and emergent themes in the sexuality, gender and rights community over the next 5 years. Building on the foundations of SGRI, these gatherings will begin a co-design process for joint advocacy work that addresses the fault-lines and opportunities for collaboration across constituencies.

The first Alumni Forum is an effort to strengthen connections between the SGRI community the world over, to learn from each other's work, and to collectively strategize to advocate for sexual rights. The time period from Jan-May 2016 was used in planning the first SGRI Alumni Forum. This first Alumni Forum will be conducted in June 2016. It will focus on several themes, many of which will be drawn from current alumni work. These thematic tracks will be taught using updated scholarly readings, classroom instruction, group work, case studies, simulation exercises, fiction and films and will be conducted by SGRI faculty. Along with new learning, an Alumni engagement piece is being planned, to be facilitated by two external facilitators, Ms. Joanne Sandler and Ms. Idelisse Malave. Placing more emphasis on current alumni work, there will be structured opportunities for alumni to share case studies and practices with faculty and resource people. Topics to be covered during the Forum include:

1. Media and Freedom of Expression
2. Disability, Sexuality and Rights
3. Rights of people with Intersex Variations
4. Shrinking Civil Society Spaces

The focus of the Forum will be to develop collaborative advocacy strategies to further sexuality, gender and rights at national, regional and global levels on these themes. Selected participants will also play a key role in defining the future of CREA's alumni engagement, advocacy, and planning of this global platform.

CREA conducted a survey among the current SGRI Alumni to map the work on sexuality, gender and rights that they are engaged in, the learning from SGRIs that they use in developing and implementing their work and also in their interest in engaging further with alumni engagement processes with CREA. Among the alumni who respond the survey, CREA will select a small cohort of about 20 alumni working in diverse organizations, from large international to small grassroots ones, on issues including health, rights, development, women, youth, disability and sexual and gender diversity, to attend the first Alumni Forum. CREA plan to discuss newer ways of engaging the alumni at the forum and discussing ways to collaborative working in the future. Till May 2016, CREA selected 20 participants to attend the Forum, invited about 10 faculties to teach on the chosen themes and worked with each of them to develop the teaching sessions.

## **2. Attending Sessions at the UN Human Rights Council**

The 29<sup>th</sup> session of the UN Human Rights Council was held from 15 June to 3 July 2015 and the 30<sup>th</sup> session from 14<sup>th</sup> September to 2<sup>nd</sup> October 2015. CREA attended the sessions as a part of the coalition Sexual Rights Initiative. During the session, CREA worked on the following issues:

### ***29<sup>th</sup> Sessions at the UN Human Rights Council***

- **Resolutions**

## Accelerating Efforts to Eliminate All Forms of Violence Against Women: Eliminating Domestic Violence

This was the first resolution focusing on domestic violence at the Human Rights Council and led by Canada. Canada brings a resolution on VAW. This resolution addressed issues such as marital rape, intimate partner violence (IPV), femicide and rights to property, inheritance and CSE. During the informals for the session, there was strong opposition to IPV and CSE. CREA and SRI's focus was to retain language on IPV and to have Comprehensive Sexuality Education language in the resolution. . Hence the advocacy strategy was around these two issues. CREA with SRI partners drafted advocacy briefs on IPV and CSE.

The resolution was adopted retaining both – language on the CSE and IPV, This is the first ever intergovernmental document to have the term "comprehensive sexuality education" with a definition in the footnote, which is quite historic.

### Strengthening efforts to prevent and eliminate child, early and forced marriage (CEFM)

This resolution is brought by 14 countries (Argentina, Canada, Ethiopia, Honduras, Italy, Maldives, Montenegro, Netherlands, Poland, Sierra Leone, Switzerland, United Kingdom of Great Britain and Northern Ireland, Uruguay, Zambia), with Italy and Sierra Leone chairing the negotiations. The draft text was relatively strong and includes reference to gender inequalities, norms and stereotypes; sexual and reproductive health; focus on CEFM in national action plans and strategies; support services for already married girls; meaningful participation of children and young people; and language on women's right to have control over one's sexuality, sexual and reproductive health, and reproductive rights. It called for the convening of an expert workshop to review existing strategies to address CEFM and make recommendations.

One of the important calls, from this resolution is for an expert workshop by OHCHR for evaluation and monitoring frameworks of policies and programmes on CEFM. CREA and SRI have been working on this resolution for the past two months going through many drafts and trying to put in as much strong language as possible. The advocacy on this resolution was successful on issues of gender and sexuality and reliefs for married women and girls.

### Elimination of discrimination against women, theme: discrimination in family and cultural life

Mexico and Colombia were running this resolution. The draft text is based on the annual report of the Working Group on discrimination against women (WG on DAW). The resolution contains strong references to women's property rights and access to social services, eliminating discrimination in nationality laws, fighting forms of marriage that violate women's rights, gender-responsive policies and institutional mechanisms. The report of WG on DAW got the most hostile, aggressive responses from States with some threatening to not renew the mandate of the working group. At the resolution as well there was a lot of resistance as the resolution also contained references to dissolution of marriage, inheritance and property rights of women in families and the way culture is used to discriminate women. CREA and SRI were supporting the resolution with alternative formulations on the language etc. Egypt, Pakistan, India, Russia and Iran, with support from China, strongly criticised the Report of the Working Group as well as the text of the resolution, which they thought was representing culture

and religion as the problem instead of interpretations and distortions of culture and generally felt the Report had gone too far.

### Protection of the family

12 States - Bangladesh, Belarus, China, Cote d'Ivoire, Egypt, El Salvador, Mauritania, Morocco, Qatar, Russian Federation, Saudi Arabia, and Tunisia tabled a resolution entitled, 'Protection of the family: The contribution of the family to the realization of the right to adequate standard of living for its members particularly through its role in poverty eradication and achieving sustainable development'. This is a regressive resolution which in essence conveyed that the "the family" is the best thing and state should have policies to protect it. The resolution is problematic on many levels, but few glaring ones are that it aims to define "the family" and does not provide protections or even acknowledgements of violations in the family. It is also pushing for "family friendly policies" in SDGs and post 2015 Development agenda. This resolution has had many drafts and a lot of time went into meetings with civil society and others on strategizing moving forward in this resolution and mark ups of the resolution drafts.

- **Statements**

CREA drafted the statement for the release of the report of the Special Rapporteur on VAW and WG on DAW. The others in SRI drafted UPR statements in which inputs were provided.

### *30<sup>th</sup> Session at the UN Human Rights Council*

- **Resolution**

#### **HIV and Human Rights**

The resolution is to commemorate 20 years of the International Guidelines on HIV calling for a panel in March 31st session which would feed into High Level Panel in New York later in 2016. The resolution was supposed to be procedural; however, selectively chosen paragraphs from the previous HRC resolution were included in the draft. CREA attended strategy meetings with UNAIDS and other NGOs and many meetings with States. All attending NGOs agreed that since the resolution was for the panel and not adding anything new in terms of substantive issues it should be procedural. At the second informal, almost all the States requested for the text to be cut down and the resolution to be purely procedural.

#### **Gender Integration Panel**

Every year in September, there is a panel on gender integration at the UNHRC. During the 30<sup>th</sup> session the focus was gender parity. CREA attended the same and drafted and read a statement on appointment of women into stereotyped roles and that gender goes beyond women and the need to go beyond gender binary look at gender non-conforming persons.

### Other activities undertaken at the UNHRC

#### **Meetings on CEFM**

CREA met with the consultant updating the OHCHR report on Child, Early and Forced Marriage (CEFM), which was been mandated by the UNGA. The meeting was to explain about CREA's work on adolescent girls work and also the positioning of CREA and SRI on CEFM and the need to look at sexuality and gender and its intersections etc. CREA also connected her to organisations (e.g.,

Nirantar, AJWS) in India that work on these issues to understand the context and also to bring in perspective on the need to look at sexuality and gender while discussing CEFM.

### **CEDAW Committee Briefing**

Sexual Rights Initiative (SRI) collaborated with AWID and ARROW on a briefing with the CEDAW Committee. CREA prepared to develop the background for the briefing and attended calls and meetings with AWID. The focus of the briefing was on fundamentalism and its impact on SRHR laws in the world. AWID and ARROW focused specifically on religious fundamentalism and SRI's focus was on backlash and the need for the Committee to focus on issues of sexuality.

### **Webinar**

On 12 November 2015, CREA staff presented at a webinar, "Opposition to Sexual and Reproductive Health and Rights at the United Nations Human Rights Council" organised by IPAS. The specific issue CREA addressed in the webinar was on challenges faced by global south organisations and activists in advocacy at the UNHRC.

### **3. Events/campaigns**

CREA led an online campaign [#AbortTheStigma](#) in collaboration with [Youth Ki Awaaz](#) to address the stigma and shame associated with abortion in India. The online campaign was launched in July 2015 and it concluded on 28 September 2015. The campaign was directed at creating awareness and conversations around the myths and misconceptions about abortion rights and reproductive justice. The campaign focused on engaging with the audience through a concerted series of content. Through the timeline of this campaign, a combination of informative articles examining abortion stigma and compelling personal narratives highlighting how women from different walks of life dealt with abortion stigma were published and actively shared via social media channels to mobilise conversations on the issue. The overall Facebook reach of all the content published as a part of the campaign was around 4,583,805 (nearly 4 million people).

## **III. Address Gender Based Violence, Security and Well Being**

### **1. All Women Count! A Global South Alliance to prevent violence against ALL women**

The Dutch Ministry of Foreign Affairs (MFA) call for proposals FLOW 2016-2020 was declared in June 2015 for organisations across the world to work on three sub themes: (a) combating violence against women (b) participation by women in politics and public administration, and (c) women's economic participation and self-reliance

CREA had applied under the subtheme of Combating Violence Against Women (VAW) as the lead of a Consortium (All Women Count!) along with three other global south organisations. The other three organisations were - East Africa Health and Rights Initiative (UHAI-EASHRI, Kenya), Arab Foundation for Freedoms and Equality (AFE, Lebanon) and Association for Progressive Communications (APC, South Africa).

The results declared by the Dutch MFA on December 1, 2015 showed that nine organisations had been selected by the Ministry for funding. CREA/AWC consortium's application stood 10th in ranking and CREA/AWC consortium lost getting a grant by 0.12 points. This was a huge disappointment for us as we had prepared an excellent proposal which claimed the tenth spot out of 106 applications. Our

proposal surpassed big NGOs such as Plan International in matter of overall ranking. The proposal was developed with huge investment of time, money and human efforts and CREA bore most of the costs for doing this. This included a meeting in Amsterdam, facilitated by an expert from a reputed consultancy firm in Netherlands (MDF), where all the partners jointly charted out the Theory of Change of our proposed programme.

The General Administrative Law Act of the Netherlands provides an opportunity to applicants to appeal, as a part of the application process. CREA/AWC Consortium had appealed to the Ministry and they agreed to have a hearing on March 1, 2016.

The appeal was held on March 1, 2016 and the AWC Consortium was represented by 6 people: (CREA- Geetanjali Misra (ED), Anuradha Chatterji (Director, Resource Development); **The East African Sexual Health and Rights Initiative (UHAI-EASHRI)** Wanja Muguongo (ED); **Association for Progressive Communications (APC)**- Jac Sm Kee (Head, Women's Rights Programme), **Arab Foundation for Freedoms and Equality (AFE)** - Georges Asizi (ED)) and the probono lawyer who had helped us with our appeal.

From the Ministry there were four people, two persons from the Ministry including one person representing the FLOW team, one independent person and a legal person (also independent) and two persons taking notes.

The meeting was for about an hour and a half where the various appeal points were put across. Our appeal focused mainly on the grounds of word limit being a limiting factor (the assessor wanted us to elaborate and be exhaustive which would have meant using many more words). We also focussed on other points that we felt had been unfairly judged in our proposal where we had lost points - risks not being country specific, M&E areas where we lost points and on the budget where they mentioned that our admin cost were high and we argued that they did not read our budgets correctly.

## **2. Count Me In!**

CREA hosted an Advocacy Consultation for Count Me In! between January 12-14, 2016 in Cochin, India. The consultation drew on participants' expertise and experiences in different regional contexts to discuss the critical opportunities, gaps and challenges in movement-building and advocacy in order to address issues relating to gender, sexuality, and rights within CREA's organisational goals and objectives.

The consultation aimed at envisioning how CREA would leverage its strengths and of the Count Me In! Consortium, to develop a strategy to address these gaps and challenges. The meeting specifically took into consideration the objectives and vision of the CMI Consortium that determined the key strategic focus areas: capacity building, strategic resourcing, direct lobbying and advocacy, knowledge building and strategic communication.

The consultation focused on the following for the consortium based interventions:

1. New formal alliances and strategic partnerships
2. Strategic resourcing
3. Knowledge building and capacity building

The participants of the Count Me In! Advocacy Consultation were activists working for the rights of marginalised women and trans people at local, regional and global advocacy platforms. Participants

were invited based on their experience and expertise, while also keeping in mind representation across geographies and areas of work.

Prior to the Count Me In! Advocacy Consultation, CREA conducted pre-consultation meetings with the participants. These meetings were the first, in-person meetings, during which, the participants were briefed on the consortium's broad mandate. The participants spent the first two days mapping the landscape of existing policy and interventions in relation to certain components of gender, sexuality, and rights across regions and countries in the Global South. In the process, they identified particular challenges, tensions, and gaps that require attention. At the end of the second day, three main thematic strategic directions were identified:

- (1) Capacity-building and knowledge building
- (2) Standard and policy setting (national, regional, global)
- (3) Direct lobbying and advocacy

Shaping and strengthening of the discourse and building strategic partnerships were identified as crosscutting elements. Furthermore, the cross cross-cutting nature of each thematic area was identified. The participants divided themselves into three groups to further discuss the three thematic strategic directions and the nature and directions of possible interventions under each of these.

### **3. Events and campaigns**

## **IV. Increase Voice and Visibility of Marginalised Women, Girls and Trans\***

### **1. The Disability, Sexuality and Rights Online Institute – Global (English)**

The Disability, Sexuality, and Rights Online Institute (DSROI) is a six weeks long online course begun in 2010, which focuses on a conceptual study of disability and sexuality, and its inter-linkages with issues of feminism, public health, development, violence, media and representation, amongst others, using a rights-based approach. It is intended for practitioners and has a strong component on activists' initiatives that integrate disability, sexuality, and rights. The Institute is accessible to people with hearing and visual impairments. DSROI is designed and taught by an international group of academics and activists in the disability rights field, specialising in sexual and reproductive rights and health from a global South perspective.

The fifth DSROI has been scheduled for June 18 - August 28, 2016. Between January and March 2016, CREA has been engaged in planning, designing and preparing for the online Institute. The first step in this planning was to go through the assessment report from the last DSROI and take note of the feedback from last year's batch on the course, faculty and the online platform for accessibility.

With discussions with the core faculty, Janet Price, CREA is redesigning the Institute to make each weekly theme more comprehensive, add newer topics, for e.g. abortion and disability discussions, especially in the wake of Zika virus. By March, CREA has finalised the moderator for each week's theme:

- Week 1: Disability and Sexuality Rights Basics and Beyond - Janet Price
- Week 2: Disability, Sexuality and Rights: Intersections - Nidhi Goyal
- Week 3: Violence against Women with Disabilities – CREA
- Week 4: Sexual and Reproductive Health and Rights – Ekaete Umoh

Week 5: Disability and Representation – Masum Momaya

Week 6: Closing – CREA and Janet Price

CREA is working closely with each weekly moderator to finalise the design for weekly modules, adding Radical Action components for each week by creating video resources by activists working on disability and sexuality globally and adding more resources (readings, audio-visual resources) to each week's module. CREA has also brought on board two external reviewers for Week 3 and 4 to feedback on what could be missing from these two modules and the ways in which these can be made more comprehensive.

Parallely, CREA is working to conduct an access check of the online platform used for the Institute, especially for better screen reader accessibility. CREA is also researching better and more accessible ways to conduct live webinars, which are an essential part of the online Institute.

## **2. Strengthening Knowledge and Capacity for Sexuality and Disability Advocacy in the ASEAN Region – South and South East Asia**

### **Conducting a residential training on SRHR, Sexuality, UNCRPD, Incheon Strategy**

CREA conducted a three-day residential training with members of ASEAN Disability Forum. The faculty for this training included Janet Price, Nidhi Goyal, two consultants who CREA works with on a regular basis and Arpita Das from ARROW.

Prior to the training, CREA conducted a needs assessment (questionnaires and skype interviews) with participants attending the training. This was done to gauge the understanding participants had on intersections, SRHR, sexuality, UNCRPD, Incheon Strategy. The designing of the training was done with the needs assessment results in mind. As we wanted to include more accessible audio-visual material for the training, rather than only lectures and power points, we approached disability rights activists in our networks - (Abia Akram, Chairperson, National Forum for Women with Disabilities, Pakistan; Gathone Blesson, Queer Social Rights Activist, Kenya; Manique Gunaratne, Disability Rights activist, Sri Lanka and Resh Val, Disability Rights activist, India) to record short videos on their ideologies and work around advocacy on disability rights. We also used existing resources (*1. Point of View: India's videos on disabled sex workers*; *2. The video: Loud, Proud and Passionate, created at the Women's Institute on Leadership and Disability by Mobility International, US* (<https://www.youtube.com/watch?v=uxxomUVsSik>) in the training.

The training included exercises to build skills on advocacy and broaden the scope of how ADF can continue to advocate at various levels. The training focused on advocacy related to:

- Intersections between disability and gender
- Family and sexuality and
- Violence and sexual and reproductive health and rights

The methodology for this training included presentations from the participants about their past advocacy experiences, exercises which brought forth the themes that ADF wants to build on and strengthen, short lectures and audio-visual material on different advocacy tools and campaigns that are being employed by disability rights activists across the globe, with a firm focus on the work in the global south. The two films screened at the training were Sins Invalid' performance project, *An Unashamed Claim to Beauty* and *Sixth Happiness*. *An Unashamed Claim to Beauty* including interviews with cast members and project director, Sins Invalid, the film features performances by

Nomy Lamm, Cara Page, Maria Palacios, ET Russian, Antoine Hunter, Leah Lakshmi Piepzna-Samarasinha, seeley quest, Mat Fraser and Rodney Bell. The performances explore themes of sexuality, beauty, and the disabled body, impacting thousands through live performance. *Sins Invalid* is an entryway into the absurdly taboo topic of sexuality and disability, manifesting a new paradigm of disability justice. *The Sixth Happiness* is a 1997 [British drama film](#) directed by [Indian director Waris Hussein](#). It is based on the autobiography of [Firdaus Kanga](#) entitled [Trying to Grow](#). Kanga played himself in this film about [Britain](#), [India](#), disability, race and sexuality,

Rich discussions were generated during the three days – on sexuality education, sex and desire, health systems, difficulty of working with governments when the knowledge and sensitivity is thoroughly lacking, working with families, especially parents of disabled children, reaching a consensus when work is needed and done at all levels – local, national, regional and lack of funding for disability rights work. The three days saw enthusiastic participation from all, even though English isn't the most used language within the group of participants.

A crucial aspect of this training was making sure the training was as accessible as possible within the available budget: A planning meeting was organised two weeks prior to the training in Hanoi to finalise all access requirements. CREA ensured an accessible hotel as the training and accommodation venue. CREA engaged two sign language interpreters who worked with a deaf participant throughout the training. All material was available in soft copy. Verbal descriptions of most visual material were done by the facilitators during the training. CREA supported the travel of two participants' personal assistants (PAs) so that their participation could be ensured and engaged PAs locally to assist two other participants. Accessible transportation was also ensured for airport transfers. Some of this provided new learning – for example (a) it's important to include travel of personal assistants while budgeting for similar future events, (b) participants should bring in their laptops or we should provide laptops with screen readers so participants with visual impairment can go through the material using screen readers at the same time as all other participants.

An important outcome of the training was a statement prepared by ADF as a response on the 2030 Agenda for Sustainable Development. This response was circulated to ESCAP and other relevant spaces. This was very timely with the United Nations Sustainable Development Summit in September 2015 where the SDG outcomes were adopted. The statement can be found here: <http://arrow.org.my/adf-statement/>

CREA, Nidhi Goyal and ARROW, live tweeted the proceedings of the three-day training. Our most used hashtags were: #gendis and #WWD. This generated interesting discussion in online spaces on the rights of women with disability.

### **Preparation work for training with ASEAN Disability Forum in 2016**

CREA plans to continue the work with ASEAN Disability Forum in 2016. CREA would build its partnership with ADF by conducting three-day training with ADF in mid 2016 to strengthen the network's conceptual understanding on sexuality, gender and SRHR and its connections with disability rights. The training would be conducted in collaboration with ARROW and the preparations are currently underway for this. CREA also plans to create accessible resources in 2016, including a detailed analysis of SDGs as they relate to women with disabilities (WWD), to be used by ADF and other disability rights and women's rights organisations to advocate for SDGs.

### **3. Events and Campaigns**

CREA staff participated in the Delhi Pride March organised in November 2016.

## **Cross Cutting Programmes**

### **1. Events and Campaigns**

#### **a. Workshop on trauma counseling for counselors after the Nepal earthquake**

Nepal experienced a devastating earthquake on 25 April 2015, which had large-scale and immediate impact in terms of loss of life and property but also severe long-term impact. CREA's partner and colleague organisations worked round the clock over many months to provide relief to the communities where they do their work. In our conversations with them it became evident that many of them, specially the community level counsellors not only needed to address issues of stress and trauma in the community but also were themselves experiences high levels of stress and burnout. It is in this context that CREA partnered with TARSHI to conduct five-day training with counselors from WOREC, from 17-21 August 2015. 25 participants took part in the training. Some of the key topics addressed during the training included: Revisiting counseling skills; revisiting ethical principles in the context of counseling, understanding burnout (including implications for the individual and organization); introduction to self-care techniques in context of stress reduction and burnout prevention and counsellor care while working in crisis situations. This training was the first formal exposure to burnout prevention and self care for most of the participants. Some of the more hands on techniques to which participants were introduced included Emotional Freedom Techniques (EFT) often referred to as Tapping or EFT Tapping. EFT combines the physical benefits of acupuncture with the cognitive benefits of conventional therapy for a much faster, more complete treatment of emotional issues. This tool was provided to participants as part of the self-care component of the training.

#### **b. Planning Meeting for Training of Trainers in Burmese on 1-2 March 2016**

During the Regional Institute on Feminist Leadership, Peace and Security, the participants from Myanmar and Thai-Burma border expressed a strong interest in receiving training and technical support from CREA in the area of feminist leadership and including a feminist perspective in the work of the organisations. They requested an in-country, local language training of trainers, followed by more advanced workshops at a regional level. CREA organised a two-day meeting to take this conversation forward from 1-2 March 2016. The meeting brought together trainers/responsible staff from selected women's organisations who currently deliver women's leadership training in Burma, in order to adapt CREA's feminist leadership training to a ToT suitable for the current context in Burma/Myanmar. It was the initial step towards developing the workshop outline together to build on existing training models and strengths and to include locally relevant sessions and/or guest facilitators. The ToT will be conducted in November 2016.

### **2. South/South Exchange and Learning Programs**

#### **Preparation for New Voices New Leaders Exchange Programme**

After the Regional Institute on Feminist Leadership, Peace and Security in 2015, CREA developed a workplan with participants from Myanmar/Burma and Thai-Burma border group. Amongst the planned activities was an exchange programme that would give the Burmese groups an opportunity to learn from the post conflict experience of the Nepalese women's groups and also learn more on Nepal's National Action Plan on UNSCR 1325. Accordingly, since January 2016 onwards CREA team has been planning and making preparations for CREA's New Voices, New Leaders Exchange

Programme, which is to be organised from 20-25 June 2016 in Kathmandu. CREA is hosting 11 Burmese women activists/leaders from Myanmar/Burma and Thai-Burma border. The Burmese groups will be visiting several organisations/groups based in and around Kathmandu, to learn and share on their work and experiences on capacity building of women peace activists; networking and coalition building; and advocacy, implementation and monitoring of National Action Plan (NAP) on UNSCR 1325. Through this exchange, CREA hopes to further the conversation on a feminist framing of ‘peace for women’; and enable participants to apply a more analytical approach to understanding the UN mechanisms from a feminist perspective; and also provide an opportunity for participants to learn from the informal peace-building and reconciliation work women’s organisations in Nepal are doing. The group will meet with seven organisations and have four resource persons who are part of the women’s movement in Nepal and played a crucial role in the development of Nepal’s National Action Plan on UNSCR1325.

### **Institutional/Management**

To support its program delivery and to provide further momentum for growth, CREA has undergone an Organisational Development process with an external agency (Bullzi) to strengthen its leadership, policies and processes and programme implementation and expansion. As a part of that process, the following institutional strengthening activities were undertaken:

All staff members are involved in some aspects of decision making; and everyone has a significant amount of independence, responsibility and accountability for her own work. Each person has a supervisor with whom she meets regularly to discuss work plans, assess progress, and receive support. As part of the organisational development and capacity building process, CREA staff went through an extensive process of identifying staff requirements in each of their units. Subsequently, an organogram for the organisation was developed.

CREA further worked on its strategic planning and have now streamlined and strengthened four Strategic Initiatives and has **revised the name of the third initiative to expand its scope and make it more inclusive:**

- *Strengthen Feminist Leadership and Movements*
- *Advance Sexual and Reproductive Health and Rights*
- *Address Gender Based Violence, Security and Well Being*
- *Increase Voice and Visibility of Marginalised Women, Girls and Trans\**

**Recruitment:** CREA spent considerable time in looking out for suitable candidates for the positions advertised (in Monitoring and Evaluation, Communications, Advocacy, Programme, Resource Development, Administration and HR) putting out advertisements in popular job portals and in list serves. After extensive selection process various positions across teams (Programme - 4, Communications – 2, and Finance and Administration- 2) were filled.

The positions for Director, M&E Director and Manager, Resource Development have been challenging to fill mainly because of a lack of suitable candidates and also in cases where candidates have been identified meeting their expectations.

For the positions M&E CREA did select two candidates both of who eventually did not join because of personal reasons and informed CREA at a very late date (late January 2016). Therefore CREA had to start the process afresh and give out another advertisement. Currently the process of discussion with two shortlisted candidates is ongoing.

**Capacity development:** CREA builds leadership of its staff members by giving equal opportunities to attend training programmes, meetings and conferences including CREA's Institutes. As part of professional development, staff members in their annual work-plans and performance evaluations are encouraged to identify courses, skills development workshops or meetings they would like to attend. CREA staff participated in various meetings, workshops and conferences locally, nationally and globally

**Payroll Management Software:** CREA is working on setting up an automated payroll system which will enable us to process through a computerised system. This is envisaged to make payroll processing simpler, and reduces errors, which are more likely with the manual system.

**Human Resource and Performance Management:** As part of the organisational development process a clarification of responsibilities and accountabilities at various levels (Director, Manager, Coordinator etc.) was undertaken, based on which KRA and KPI (Key Result Area and Key Performance Indicators) h staff member were developed. A 360-degree assessment process of key staff members was also undertaken as a pilot. Going forward this process will be installed as a practice.

**Monitoring and Evaluation:** There have been focused M&E training workshops for CREA staff and partner organisations for the community based programmes. CREA staffs have attended proposal development and Monitoring, evaluation workshops organised by some donor agencies. They have also attended various workshops and trainings related to their scope of work (e.g., on leadership development, Sports and development). Most new CREA staff members have attended the SGRIs and FLMBRAI and have undertaken field visits as part of their induction and orientation to CREA that helps them fully understand CREA's vision, mission and programme goals. This process helps new staff to feel integrated into the organisation and ensures that their skills and strengths are optimised.

CREA's Director, Resource Development attended a 10-day Monitoring, Evaluation and Learning training conducted by MDF Consulting at Netherlands.

CREA also developed a web-based MIS and worked on to fill up information in its various sections (Institute management, knowledge management and contact management)

**Programmatic:** CREA staff has also undertaken various learning visits to various Sports for Development organisations in Kenya and India to strengthen CREA's community based programme *It's My Body* which works with adolescent girls to advance their sexual and reproductive health and rights.

As part of organsitional learning CREA organised various learning events /discussions in the office premises where talks and discussions/ analysis of books were conducted: the issues varied from Gender and Caste, conflation sex work and trafficking, Pleasure).

### **Resource Development and Communication**

One of CREA's challenges is to sustain and strengthen its relationships with its committed funders, while reaching out to new and emerging sources of funding in order to support the expansion of its programmes and ensure a more predictable resource base for the organisation.

CREA also tried to diversify its fundraising strategies by applying to various call for proposals as part of consortia (FLOW2, Dutch Ministry's Dialogue and Dissent Call, Amplify Change) and also

registering with events like Airtel Delhi Half Marathon, the Communication team at CREA helped out by designing a campaign to raise support for this (#Run for CREA). CREA also used various other proposal writing and presentation methodologies like the Theory of Change and Case Studies.

The communication team provided support in also working on providing programme communication support through creating videos, posters and conducting trainings for partners and girls and women in the communities. They also revised the newsletter format for CREA.

# SINGH KRISHNA & ASSOCIATES

Chartered Accountants

8, Second Floor, Krishna Market, Kalkaji, New Delhi - 110 019  
Tele./ Fax: 40590344, e-mail: skacamail@gmail.com

## AUDITORS' REPORT

To the Members of the General Body of  
**Creating Resources for Empowerment in Action**

### Report on the Financial Statements

We have audited the accompanying financial statements of Creating Resources for Empowerment in Action (CREA), a society registered under the Societies Registration Act, 1860, which comprise the Balance Sheet as at March 31, 2016, the Income and Expenditure Account and the Receipt and Payment Account for the year then ended and a summary of significant accounting policies and other explanatory information.

### Management's Responsibility for the Financial Statements

Management is responsible for the preparation of these financial statements that give a true and fair view of the financial position, financial performance and receipt and payment of the Society in accordance with the accounting principles generally accepted in India. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation and presentation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

### Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with the Standards on Auditing issued by the Institute of Chartered Accountants of India. Those Standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditors consider internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of the accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Auditors' Report and Opinion

We report that:

- (i) we have sought and obtained all the information and explanations, which to the best of our knowledge and belief were necessary for the purposes of our audit;
- (ii) in our opinion, proper books of account as required by law have been kept by the Society so far as appears from our examination of the books;



- (iii) the Balance Sheet, the Income and Expenditure Account and the Receipt and Payment Account dealt with by this report are in agreement with the books of account;
- (iv) in our opinion, the Balance Sheet, the Income and Expenditure Account and the Receipt and Payment Account dealt with by this report comply with the applicable accounting standards issued by the Institute of Chartered Accountants of India;
- (v) in our opinion and to the best of our information and according to the explanations given to us, the said statements give a true and fair view in conformity with the accounting principles generally accepted in India:
  - a) in the case of the Balance Sheet of the state of affairs of the Society as at March 31, 2016;
  - b) in the case of the Income and Expenditure Account, of the surplus for the year ended on that date; and
  - c) in the case of the Receipt and Payment Account, of the receipts and payments for the year ended on that date.

for Singh Krishna & Associates  
Chartered Accountants  
Firm's Registration No. 008714C

*Dalip*

(Dalip Bajaj)  
Partner  
M. No. 500252



Place : New Delhi

Date : *October 10, 2016*

**CREATING RESOURCES FOR EMPOWERMENT IN ACTION (CREA)**

REGISTERED OFFICE: 7 MATHURA ROAD, JANGPURA B, NEW DELHI 110 014

BALANCE SHEET AS AT MARCH 31, 2016

Amount in ₹

LIABILITIES	AMOUNT	ASSETS	AMOUNT
<b>GENERAL FUND</b>		<b>FIXED ASSETS (Refer to Schedule 2)</b>	21,76,606.00
Opening Balance	532,54,804.12		
Add: Surplus brought forward from the Income and Expenditure Account	48,59,813.84	<b>INVESTMENTS</b>	40,00,000.00
	581,14,617.96	<b>CURRENT ASSETS, LOANS, ADVANCES, ETC.</b>	
<b>RESTRICTED GRANTS (Refer to Schedule 1)</b>	200,26,739.57	<b>CURRENT ASSETS</b>	
		Grants Receivable (Refer to Schedule 1)	103,74,103.58
<b>DEFERRED REVENUE FUND</b>		Cash in Hand	67,928.50
Opening Balance	12,95,355.00	Foreign Currency in Hand	30,168.00
Add: Fixed Assets Acquired out of Project Funds	10,02,995.00	Standard Chartered Bank (A/c No. - 52011027521)	12,95,817.97
Less: Amount Transferred to the Income and Expenditure Account	5,30,331.00	ICICI Bank (A/c No. - 006501100964)	57,77,620.46
	17,68,019.00	Standard Chartered Bank (A/c No. - 52011027505)	35,94,671.44
<b>EARMARKED FUNDS</b>		Fixed Deposits (Incl. Accrued Interest thereon)	557,90,114.71
Pushing the Frontiers : A Meeting			
Opening Balance	2,57,419.00		
Less: Funds Utilised	-		
	2,57,419.00	<b>LOANS, ADVANCES AND OTHER ASSETS</b>	
<b>CURRENT LIABILITIES AND PROVISIONS</b>		(recoverable in cash or in kind or for value to be received)	
TDS Payable	6,96,201.00	Advances	27,56,002.00
Sundry Creditors for Expenses	33,29,083.00	Security Deposits	52,091.00
Provision for Gratuity	33,20,088.00	Prepaid Expenses	40,768.00
	73,45,372.00	Income Tax Recoverable	15,56,275.87
			44,05,136.87
<b>Total</b>		<b>Total</b>	875,12,167.53

Accounting Policies and Notes on Accounts (Refer to Schedule 3)

As per our report of even date attached

for Singh Krishna & Associates  
Chartered Accountants  
Firm's Registration No. 008714C

*Dalip*

Dalip Bajaj  
Partner  
M. No. 500252



Place : New Delhi  
Date : October 10, 2016

for Creating Resources for Empowerment in Action

*Sunita Kujur*  
Sunita Kujur  
Director - Programs

New Delhi  
10/10/2016

*Geetanjali Misra*

Geetanjali Misra  
Executive Director

Amsterdam  
07/10/2016

**CREATING RESOURCES FOR EMPOWERMENT IN ACTION (CREA)**

REGISTERED OFFICE: 7 MATHURA ROAD, JANGPURA B, NEW DELHI 110 014

**INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED MARCH 31, 2016**

Amount in ₹

PARTICULARS	AMOUNT	PARTICULARS	AMOUNT
<b>EXPENDITURE</b>		<b>INCOME</b>	
Bank Charges	7,864.45	Restricted Grants Availed/ Utilised (Refer to Schedule 1)	561,16,295.82
Books and Periodicals	12,363.00	Other Income :	
Electricity and Water	2,84,624.00	Interest on Savings Bank Accounts	10,36,362.00
Travelling Expenses	51,06,246.00	Interest on Fixed Deposits	35,97,618.67
Local Conveyance	3,40,935.00	Unrestricted Grant and Other Project Receipts	3,30,548.46
Office Expenses	3,93,708.00	Transfer from Deferred Revenue Fund	5,30,331.00
Office Rent	18,27,000.00	Foreign Exchange Gain (net)	87,868.34
Postage and Courier	1,78,455.00		
Telephone, Fax and Internet Charges	6,59,893.00		
Printing and Stationery	2,44,398.00		
Repairs and Maintenance - Office	3,92,528.00		
Repairs and Maintenance - Computer	1,46,643.00		
Repairs and Maintenance - Equipment	59,125.00		
Office Insurance	21,793.00		
Salaries and Allowances	202,02,768.00		
Staff Benefits	5,09,371.00		
Technical and Professional Services	51,80,624.00		
Workshop/ Seminar/ Meetings	165,37,969.00		
Monitoring, Evaluation and Research	12,03,272.00		
Publication Costs	16,70,249.00		
Depreciation	6,00,016.00		
Audit Fees	1,37,653.00		
Website Development and Maintenance	65,245.00		
Gratuity	10,46,032.00		
Advances/ Recoverables Written Off	4,206.00		
Loss on Sale of Assets	6,230.00		
	568,39,210.45		
Surplus carried forward to General Fund	48,59,813.84		
<b>Total</b>	<b>616,99,024.29</b>	<b>Total</b>	<b>616,99,024.29</b>

Accounting Policies and Notes on Accounts (Refer to Schedule 3)

As per our report of even date attached

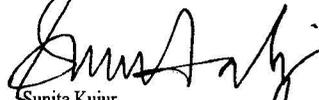
for Singh Krishna & Associates  
Chartered Accountants  
Firm's Registration No. 008714C

  
Dalip Bajaj  
Partner  
M. No. 500252



Place : New Delhi  
Date : October 10, 2016

for Creating Resources for Empowerment in Action

  
Sunita Kujur  
Director - Programs

New Delhi  
10/10/2016

  
Geetanjali Misra  
Executive Director

Amsterdam  
07/10/2016

## CREATING RESOURCES FOR EMPOWERMENT IN ACTION (CREA)

REGISTERED OFFICE: 7 MATHURA ROAD, JANGPURA B, NEW DELHI 110 014

RECEIPT AND PAYMENT ACCOUNT FOR THE YEAR ENDED MARCH 31, 2016

Amount in ₹

RECEIPTS	AMOUNT	PAYMENTS	AMOUNT
<b>Opening Balances</b>		<b>Fixed Assets</b>	
Cash in Hand	42,856.50	Computers	6,47,255.00
Foreign Currency in Hand	42,800.00	Office Equipment	1,14,608.00
Standard Chartered Bank (A/c No. - 52011027521)	11,75,406.97	Furniture & Fixtures	1,96,782.00
ICICI Bank (A/c No. - 006501100964)	95,326.46		9,58,645.00
Standard Chartered Bank (A/c No. - 52011027505)	79,51,712.14		
Fixed Deposits	488,00,054.00		
	581,08,156.07	<b>Expenses/ Other Payments</b>	
<b>Grants Received</b>		Bank Charges	7,864.45
EMpower - The Emerging Markets Foundation Ltd.	24,98,000.00	Books and Periodicals	12,363.00
Comic Relief	93,29,689.75	Electricity and Water	2,83,959.00
CREA New York (FLOW)	63,15,824.00	Travelling Expenses	47,97,697.00
American Jewish World Service (AJWS)	28,53,225.00	Local Conveyance	3,38,837.00
Oak Foundation	119,34,430.00	Office Expenses	3,90,626.00
CREA New York (MacArthur Foundation)	16,11,950.00	Office Rent	9,52,200.00
International Planned Parenthood Federation	35,45,694.00	Postage and Courier	1,45,932.00
Rutgers WPF	3,55,250.00	Telephone, Fax and Internet Charges	6,29,997.00
International Women's Health Coalition	54,11,840.00	Printing and Stationery	2,03,806.00
British High Commission	1,54,640.00	Repairs and Maintenance - Office	3,87,598.00
CREA New York (Foundation for Just Society)	7,55,158.00	Repairs and Maintenance - Computer	1,46,272.00
Medicus Mundi Gipuzkoa	4,80,324.90	Repairs and Maintenance - Equipment	60,681.00
Azim Premji Philanthropic Initiatives	87,17,900.00	Office Insurance	18,993.00
	539,63,925.65	Salaries and Allowances	198,52,646.00
<b>Other Receipts</b>		Staff Benefits	4,14,281.00
Interest on Savings Bank Accounts	10,36,362.00	Technical and Professional Services	43,38,847.00
Interest on Fixed Deposits	46,32,744.01	Workshop/ Seminar/ Meetings	145,90,557.00
Unrestricted Grant and Other Project Receipts	2,62,700.46	Monitoring, Evaluation and Research	8,87,010.00
Advances Recovered	2,75,892.00	Publication Costs	17,11,833.00
Disposal of Assets	2,500.00	Website Development and Maintenance	12,885.00
Foreign Exchange Gain (net)	87,868.34	Audit Fees	1,36,153.00
	62,98,066.81	Advances	5,34,145.00
			508,55,182.45
		<b>Closing Balances</b>	
		Cash in hand	67,928.50
		Foreign Currency in Hand	30,168.00
		Standard Chartered Bank (A/c No. - 52011027521)	12,95,817.97
		ICICI Bank (A/c No. - 006501100964)	57,77,620.46
		Standard Chartered Bank (A/c No. - 52011027505)	35,94,671.44
		Fixed Deposits	557,90,114.71
			665,56,321.08
<b>Total</b>		<b>Total</b>	
	1183,70,148.53		1183,70,148.53

Accounting Policies and Notes on Accounts (Refer to Schedule 3)

As per our report of even date attached

for Singh Krishna & Associates  
Chartered Accountants  
Firm's Registration No. 008714C

*Dalip*  
Dalip Bajaj  
Partner  
M. No. 500252



Place : New Delhi  
Date : October 10, 2016

for Creating Resources for Empowerment in Action

*Smita Kujur*  
Smita Kujur  
Director - Programs

New Delhi  
10/10/2016

*Geetanjali Misra*  
Geetanjali Misra  
Executive Director

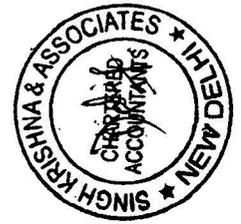
Amsterdam  
07/10/2016

**CREATING RESOURCES FOR EMPOWERMENT IN ACTION (CREA)**

**SCHEDULES FORMING PART OF THE BALANCE SHEET AS AT MARCH 31, 2016**

**Schedule 1 - Restricted Grants**

Particulars	Opening Balance as at April 1, 2015		Received during the year	Total	Availed/ Utilised and Credited to the Income and Expenditure Account	Availed/ Utilised and Credited to the Deferred Revenue Fund	Total	Closing Balance as at March 31, 2016		Amount in ₹
	Unutilised Grants	Grants Receivable						Unutilised Grants	Grants Receivable	
The Ford Foundation	123,93,762.17	-	-	123,93,762.17	111,45,185.42	1,06,069.00	112,51,254.42	11,42,507.75	-	-
Reproductive Health Matter (RHM)	16,18,488.00	-	-	16,18,488.00	16,10,688.00	7,800.00	16,18,488.00	-	-	-
EMpower - The Emerging Markets Foundation Ltd.	13,23,802.00	-	24,98,000.00	38,21,802.00	22,82,756.00	-	22,82,756.00	15,39,046.00	-	-
Comic Relief	-	27,99,611.93	93,29,689.75	65,30,077.82	73,16,722.40	1,09,323.00	74,26,045.40	-	8,95,967.58	8,95,967.58
CREA New York (FLOW)	-	22,81,507.00	63,15,824.00	40,34,317.00	67,78,477.00	-	67,78,477.00	-	27,44,160.00	27,44,160.00
American Jewish World Service (AJWS)	2,04,228.00	-	28,53,225.00	30,57,453.00	26,80,547.00	-	26,80,547.00	3,76,906.00	-	-
Oak Foundation	-	-	119,34,430.00	119,34,430.00	36,28,289.00	3,85,558.00	40,13,847.00	79,20,583.00	-	-
CREA New York (MacArthur Foundation)	-	16,11,950.00	16,11,950.00	-	4,95,645.00	-	4,95,645.00	-	4,95,645.00	4,95,645.00
International Planned Parenthood Federation	16,65,177.47	-	35,45,694.00	52,10,871.47	42,87,105.00	-	42,87,105.00	9,23,766.47	-	-
Rutgers WPE	1,86,683.00	-	3,55,250.00	5,41,933.00	5,41,933.00	-	5,41,933.00	-	-	-
International Women's Health Coalition	21,08,929.45	-	54,11,840.00	75,20,769.45	51,27,343.00	87,413.00	52,14,756.00	23,06,013.45	-	-
British High Commission	-	-	1,54,640.00	1,54,640.00	5,01,250.00	-	5,01,250.00	-	3,46,610.00	3,46,610.00
CREA New York (Foundation for Just Society)	-	-	7,55,158.00	7,55,158.00	16,18,851.00	-	16,18,851.00	-	8,63,693.00	8,63,693.00
CREA New York (Mama Cash - CMI)	-	-	-	-	20,78,067.00	-	20,78,067.00	-	20,78,067.00	20,78,067.00
CREA New York (SELF)	-	-	-	-	29,49,961.00	-	29,49,961.00	-	29,49,961.00	29,49,961.00
Medicus Mundi Gipuzkoa	-	-	4,80,324.90	4,80,324.90	1,41,237.00	-	1,41,237.00	3,39,087.90	-	-
Azim Premji Philanthropic Initiatives	-	-	87,17,900.00	87,17,900.00	29,32,239.00	3,06,832.00	32,39,071.00	54,78,829.00	-	-
<b>Total</b>	<b>195,01,070.09</b>	<b>66,93,068.93</b>	<b>539,63,925.65</b>	<b>667,71,926.81</b>	<b>561,16,295.82</b>	<b>10,02,995.00</b>	<b>571,19,290.82</b>	<b>200,26,739.57</b>	<b>103,74,103.58</b>	<b>103,74,103.58</b>



*(Signature)*

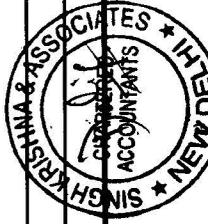
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**CREATING RESOURCES FOR EMPOWERMENT IN ACTION (CREA)**

**SCHEDULES FORMING PART OF THE BALANCE SHEET AS AT MARCH 31, 2016**

**Schedule 2 - Fixed Assets**

Particulars	W.D.V. as at 01-Apr-15	Additions		Deductions	Total as at 31-Mar-16	Rate of Depreciation	Depreciation for the year	W.D.V. as at 31-Mar-16
		upto 30-Sep-15	after 30-Sep-15					
<b>Fixed Assets Acquired out of Project Funds (FCRA)</b>								
Computers and Printers	1,60,743.00	1,94,783.00	2,99,022.00	-	6,54,548.00	60%	3,03,024.00	3,51,524.00
Office Equipment	4,22,074.00	1,00,608.00	14,000.00	8,730.00	5,27,952.00	15%	78,143.00	4,49,809.00
Furniture & Fixtures	7,12,538.00	-	87,750.00	-	8,00,288.00	10%	75,642.00	7,24,646.00
<b>Total</b>	<b>12,95,355.00</b>	<b>2,95,391.00</b>	<b>4,00,772.00</b>	<b>8,730.00</b>	<b>19,82,788.00</b>		<b>4,56,809.00</b>	<b>15,25,979.00</b>
<b>Fixed Assets Acquired out of General Fund (FCRA)</b>								
Computers and Printers	11,922.00	-	-	-	11,922.00	60%	7,153.00	4,769.00
Office Equipment	4,75,080.00	-	-	-	4,75,080.00	15%	71,262.00	4,03,818.00
<b>Total</b>	<b>4,87,002.00</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>4,87,002.00</b>		<b>78,415.00</b>	<b>4,08,587.00</b>
<b>Fixed Assets Acquired out of Project Funds (NON-FCRA)</b>								
Computers and Printers	-	-	1,97,800.00	-	1,97,800.00	60%	59,340.00	1,38,460.00
Furniture & Fixtures	-	-	1,09,032.00	-	1,09,032.00	10%	5,452.00	1,03,580.00
<b>Total</b>	<b>-</b>	<b>-</b>	<b>3,06,832.00</b>	<b>-</b>	<b>3,06,832.00</b>		<b>64,792.00</b>	<b>2,42,040.00</b>
<b>Grand Total</b>	<b>17,82,357.00</b>	<b>2,95,391.00</b>	<b>7,07,604.00</b>	<b>8,730.00</b>	<b>27,76,622.00</b>		<b>6,08,016.00</b>	<b>21,76,606.00</b>



*(Signature)*

# CREATING RESOURCES FOR EMPOWERMENT IN ACTION (CREA)

SCHEDULES FORMING PART OF THE ACCOUNTS FOR THE YEAR ENDED MARCH 31, 2016

## Schedule 3 - Accounting Policies and Notes on Accounts

### A. Accounting Policies

1. Financial statements have been prepared on the basis of historical costs convention and in accordance with the applicable accounting standards and accounting practices in India.
2. The society follows accrual basis of accounting, unless otherwise stated herein. Audit fee is accounted for on cash basis.
3. Grants received for specific purposes are initially treated as a liability and adjusted for capital or revenue expenses as per utilisation during the year. Generally, grants to the extent utilised for revenue expenses are treated as income of the year. After fulfillment of obligations attached with a particular grant, any unutilised amount of the grant is refunded to the donor or transferred to the Income and Expenditure Account.
4. Expenses incurred on purchases of capital assets out of grant funds are capitalised and grants to that extent are treated as deferred revenue. Amount equivalent to depreciation charged on such assets is transferred to the Income and Expenditure account from the Deferred Revenue Fund.
5. Fixed assets are carried on at cost less depreciation. The cost of fixed assets includes other incidental expenses incurred for acquisition of the assets.
6. Depreciation on the fixed assets is provided on written down value method at the rates prescribed in the Income Tax Act, 1961. Assets purchased and put to use on or after 1<sup>st</sup> October of a year are depreciated during that year at half of the rates stated above.
7. Management periodically assesses whether there is an indication that an asset may be impaired. In case of such an indication, the management estimates the recoverable amount of the asset. If the recoverable amount of an asset is less than its carrying amount, the carrying amount of the asset is reduced to its recoverable amount and the difference is recognised as impairment loss.
8. Leases where the lessor effectively retains substantially all the risks and benefits of ownership of the leased assets are classified as operating leases. Operating lease payments are recognised as an expense in the Income and Expenditure Account.
9. Liability for gratuity is calculated on the assumption that gratuity is payable to all employees at the end of the accounting year. Such amount of gratuity is charged to revenue. This is in accordance with the Accounting Standard (AS) 15 Employee Benefits issued by the Institute of Chartered Accountants of India as the average number of persons employed during the year is less than fifty.

Short term employee benefits are recognised as an expense in the Income and Expenditure Account of the year in which the related service is rendered.

10. Foreign currency transactions are recorded at the exchange rate prevailing on the date of the transaction. Differences arising out of foreign currency transactions settled during the year are recognised in the Income and Expenditure Account.

Monetary items outstanding at the balance sheet date and denominated in foreign currencies are recorded at the exchange rate prevailing at the end of the year. Differences arising there from are recognised in the Income and Expenditure Account.

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Page 8

A handwritten signature in black ink, appearing to be "K. M.".

11. Provisions are recognised when the Society has a present obligation as a result of past events for which it is probable that an outflow of resources will be required to settle the obligation and a reliable estimate can be made. Provision required settling the obligation are reviewed regularly and are adjusted where necessary to reflect the current best estimate of the obligation.
12. A disclosure for a contingent liability is made when there is a possible obligation or a present obligation that may but probably will not require an outflow of resources. Disclosure is also made in respect of a present obligation that probably requires an outflow of resources, where it is not possible to make a reliable estimate of the related outflow.

**B. Notes on Accounts**

1. Contingent Liability – Nil
2. Capital Commitment – Nil
3. The Society is registered with the Income-Tax Department under Section 12A of the Income-Tax Act, 1961 vide a certificate No. DIT (E)/ 2001-02/ C-625/ 2001/447 dated October 05, 2001. In the opinion of the management of the Society, all activities undertaken by the Society during the year are within the purview of the said section. Hence, no provision for the current income-tax and deferred tax has been made in these financial statements.
4. As per the information available, there are no amounts due that require disclosure/ provisioning as per the requirements of the Micro Small and Medium Enterprises Development Act, 2006.
5. Investments of ₹ 40,00,000 have been made in the units issued under scheme of the mutual fund referred to in clause (23D) of Section 10 of the Income Tax Act, 1961. The said investments have been made under clause xii of sub section (5) of section 11 of the Act. Value of the investments as at March 31, 2016 was ₹ 92,76,545.79.
6. In the opinion of the Management of the Society, current assets, loans and advances have a value on realisation in the ordinary course of the business at least equal to the amount at which they are stated in the balance sheet and provision for all known liabilities have been made in the financial statement.
7. The Society leases certain office premises under cancellable operating lease arrangements. The rent expense under these agreements for the year is ₹ 18,27,000.

Signatories to Schedule 1 to 3

As per our report of even date attached

for Singh Krishna & Associates  
Chartered Accountants  
Firm's Registration No. 008714C



(Dalip Bajaj)  
Partner  
M. No. 500252



Place : New Delhi  
Date : October 10, 2016

for Creating Resources for Empowerment in Action



(Sunita Kujur)  
Director - Programs

New Delhi  
10/10/2016



(Geetanjali Misra)  
Executive Director

Amsterdam  
07/10/2016