



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

**Annual Report
2016-2017**

I. 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 criticises 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 programmes. 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 criminalises 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 revitalise 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 is 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.

II. Progress towards Outcomes

This section describes progress made and results achieved towards the CREA's organisational outcomes:

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

Please find below the details of activities undertaken in CREA's programmes (organised by Strategic Programme Initiatives) and results achieved.

Strengthen Feminist Leadership

1.1 Feminist Leadership, Movement Building and Rights Institutes

The Feminist Leadership, Movement Building and Rights Institute (FLMBaRI) is a week-long course that brings together women leaders and activists to strengthen feminist leadership, strategies and collective power for social transformation. CREA has been conducting these annual Institutes since 2004 in South Asia, and since 2008 in East Africa. In total, 21 Institutes have been conducted so far – 11 Institutes in South Asia, 7 in East Africa, and 2 in MENA. The Institutes have reached over 464 women from over 22 countries.

Through the below mentioned Feminist Leadership, Movement Building and Rights trainings and Institutes, CREA was able to enhance the understanding of 122 activists and practitioners on feminism and social movements to collaborate with each other on rights-based campaigns, projects and coalitions. Some details of the Institutes conducted are given below:

1.2 Building Feminist Leadership for Social Transformation training – Middle East and North Africa (MENA)

The Building Feminist Leadership for Social Transformation training (MENA) was held in Dubai, from 13-17 March 2017. It brought together 23 participants from Egypt, Jordan, Lebanon, and Sudan and was conducted in Arabic and English. The training covered the topics including: All About Power – introduction to core concepts and analysis of power in society; Patriarchy as a power structure– the history and rise of patriarchy; Neo-patriarchy and women in Libya; Introduction to Feminism; Introduction to social movements, feminist movements, and why movements matter; Militarisation/Violence Against Women in conflict areas; Feminist leadership; Women and peace building; Digital Security; Sustaining activism in shrinking civil society space.

Several sessions on self-care and wellness were also organised in the evenings to emphasise self-care as not an indulgence but a political act for activists, who feel burnt out due to the demanding nature of their work.

The topics covered during the training led to rich and engaging discussions and led to many participants sharing their own stories of resistance and struggle, against the threats they continue to face. The use of technology by state authorities and religious fundamentalist groups to snoop on human rights activists, and/or harass and threaten them was also discussed. Many participants appreciated the inclusion of the digital security training in the course. The participants of the

training have been added to the FLMBaRI (MENA) e-group so they can connect with participants of the previous regional Institute.

1.3 The Feminist Leadership, Movement Building and Rights Institute- East Africa

The seventh Feminist Leadership, Movement Building and Rights Institute was held in Nairobi, Kenya from 24-29 October 2016. 27 participants representing a spread of six countries in East and Horn of Africa attended this Institute.

Srilatha Batliwala came on board at CREA in 2016 as the Director, Knowledge Building and Feminist Leadership. In an effort to ensure inclusion, we had several participants from women's disability rights groups and the LBT rights groups. It was an intense weeklong learning that looked at strong conceptual inputs and analytical frameworks on power, patriarchy, feminism, movements and organisations and feminist leadership. *The course helped participants acquire clarity on some of these core issues and provide new lenses and tools with which to examine their current work and contributed towards strengthening feminist leadership, advocacy, and strategies for building collective power for social transformation in Africa.*

On the last day of the course, as part of the inbuilt monitoring practice, participants filled out evaluations on the course content, structure and the resource persons. Few selected participants were also asked to give overall feedback, which is recorded as a video interview <https://youtu.be/SgeDGnKiHEM>.

1.4 The Feminist Leadership, Movement Building and Rights Institute- South Asia

In 2017, the FLMBaRI (South Asia) was organised in Kathmandu, Nepal from 16 – 21 January. The Institute brought together 35 participants from Bangladesh, India, Nepal, Pakistan, Sri Lanka, Malaysia and Burma/Myanmar. They represented diverse organisations from the region and experience on a range of issues working on the rights of indigenous women, women with disabilities, lesbian, bisexual and transgender people, and young people. Srilatha Batliwala was the core faculty, joined by several other resource persons from South Asia. It was an intense five days of classroom sessions, discussions, individual group exercises, and films.

In recent years, the effort has been to make the Institute more inclusive, both in terms of the content and the participation. To ensure the participation of persons with disabilities, the venue was wheelchair friendly and sign language interpreters were also arranged. *Increasingly, the aim has been to also make the Institute a space for cross-movement conversations, where activists who part of the disability movement, are able to connect and identify intersections of their work with others, for instance who are part of the LBT movement, and so forth. This further allows participants to link different human rights issues - so that are able to identify the interconnectedness of human rights.* After the Institute, a majority of participants indicated that their expectations from the Institute were met to a very large extent.

CREA is currently working on creating a booklet with illustrations to creatively capture some of the shifts in thinking and feedback of the participants after the Institute.

Please [click here](#) to view photos of this Institute.

Quote from one of the CREA staff:

“The Institute helped me to nuance my understanding, provided a greater conceptual understanding, directions and reflections on feminism, power, feminist leadership and movement building. It provided important frameworks and lenses to understand organisations, movements and personal spaces. I do call myself a feminist and I feel it in various ways, however explaining it to people was slightly difficult task for me. Institute has helped me strengthened my understanding of feminism and its core values. It has also provided me logic and vocabulary to discuss it with others...[the Institute] made me once again fall in love with the all women spaces.”

1.5 Feminist Leadership, Movement Building and Rights Institute (Hindi)

The second Feminist Leadership, Movement Building and Rights Institute (FLMBaRI- Hindi) was organised by CREA in New Delhi from 13-17 November 2016. 24 participants from different parts of India - Madhya Pradesh, Uttar Pradesh, Orissa, Jharkhand, Bihar, and Delhi - attended the five-day residential Institute. During the Institute, sessions were held on gender, patriarchy, caste, movement building, disability and intersectionality. One particular session that sought to provide participants, mostly younger activists, with a historical perspective on the women’s movement was particularly enjoyed by everyone. One of the older generation feminist activists who has associated with the women’s movement in India since 1975 led this session. For many participants this was the first time they were interacting with a senior feminists and closely talking to her on women's movement history in India and on laws like Anti Dowry Act.

The Institute helped the participants to better understand feminism and how to integrate it in the running of their organisations and its programmes as well as in their day-to-day lives.

Some of the participants shared that:

Everyone understands patriarchy. But here I got to know more about the structure of patriarchy. This was very important for me and for our organisation.

With the point of view I have developed now, in my upcoming trainings with CBOs, I will try to share my learnings with them. How does it work, and how can we incorporate feminist thought in our day-to-day lives. This is what I came here to see and learn more about.

Please [click here](#) to view photos of this Institute.

1.6 New Voices / New Leaders: Strengthening Feminist Leadership through Inter- Country Exchange Programmes in India, Myanmar and Nepal

CREA organised an exchange programme from 20-25 June 2016 in Kathmandu, Nepal to provide an opportunity for mutual learning and exchange between women’s organisations from Burma /Myanmar and Thai-Burma border, and Nepal.

The visit was successful in building the perspective and knowledge of the Burmese group about the work of several organisations/groups based in and around Kathmandu, particularly related to capacity building of women peace builders; networking and coalition building; and advocacy, implementation and monitoring of National Action Plan on UNSCR 1325. Their discussions included issues around: women’s groups working on strengthening of grassroots voices in peace processes; unpacking justice for women survivors; linking advocacy from grassroots to the government; gender mainstreaming of women’s issues in media and media monitoring; the inclusion of marginalised voices and integration of young women activists in the women’s movement; amongst others. The Burmese participants also shared their own experience with Nepalese groups and resource persons, and of their hopes amidst so many changes.

Many Burmese participants shared that the visit gave them much to think about and they were greatly impressed by the women’s movement in Nepal. The discussions on questions around “peace process”, “justice” and “transition” had been thought provoking. *The visit emphasised for them key points like how a document/ law may be collaborative and perfect but its implementation and monitoring is equally important; how civil society must be proactive and relentless to take thing forward, and how legal reforms must go hand in hand with changing social and cultural norms.*

1.7 Ibtida

In the last 12 years, CREA has built a strong network of organisations that work on SRHR and interrelated issues in Bihar, Jharkhand, and Uttar Pradesh through its Ibtida programme. CREA expanded its feminist grassroots programme ‘**Ibtida**’¹ (the beginning) in Jharkhand, India. 18 new women-led NGOs have been selected to participate for a 14-month capacity building process. On the basis of an open call for applications, organisations have been short-listed and selected. In the current political environment where there have been increasing curbs on freedom of expression, coupled with a trend of shrinking civil society spaces in India, it is vital to expand CREA’s constituency building work to advance feminist leadership.

The third phase of the Ibtida programme started in 2011 in Jharkhand. During this phase these organisations (in Jharkhand) started working with EWRs as a constituency. As a process of transition, CREA is continuing with this model with selected NGO staff, EWRs and SHG members in Bihar, Jharkhand and Uttar Pradesh and the project has been renamed ‘Meri Panchayat² Meri Shakti³: Building grassroots women's leadership to demand and access their Sexual and Reproductive Health and Rights and address Violence against Women in Bihar, Jharkhand, and Uttar Pradesh in India’.

CREA conducted a Training of Trainers with a core group of 35 women leaders (comprised of 1 staff member, 2 Elected Women Representatives and 2 Self Help Group members from each of the 7 partners CBOs (5 persons X 7 CBOs). *The trainings were successful in making these women leaders capacitated to further conduct a total 6 community based trainings with a*

¹ *Ibtida* (meaning ‘Beginning’ in Urdu) is a network created and managed by CREA. It provides issue-based explorations on sexuality, gender, violence against women and human rights as well as opportunities for the sharing of challenges and achievements.

² local governance system

³ Meri Panchayat Meri Shakti: My Governance My Power

selected group of 30 EWRs and 30 SHGs in their Panchayats. The core group members also reached out to a larger cohort of 500 EWRs.

1.8 Building grassroots women's leadership to demand and access their Sexual and Reproductive Health and Rights and address Violence against Women in Bihar, Jharkhand, and Uttar Pradesh in India (Meri Panchayat Meri Shakti)

During this period, CREA was successful in obtaining a new project grant to expand the capacity building work of the Elected women representatives and Self-help group members in Uttar Pradesh and Bihar. An extensive listing process of the EWRs and SHG members in the four programme districts in Uttar Pradesh and Bihar was undertaken. The listing format included questions on socio-demographic profile of the EWRs and SHGs. This will enable us to develop a document that can visually represent the profile of women enrolled for this programme. CREA collaborated with [Nielsen](#)⁴ to conduct a baseline survey in the three states. Internal review of the data collected has been completed and used to develop an initial long-term learning and capacity building framework. First Training of Trainers (ToTs) was held in Varanasi from 16 - 20 March 2017. The trainers were given information on various topics like gender, patriarchy, structure of panchayats, roles and responsibilities of EWRs and leadership skills. Work has been underway to develop a Theory of Change and a comprehensive monitoring and evaluation framework accompanied with a set of monitoring tools.

1.8 Sports, Empowerment, Leadership and Freedom (SELF) Academy

SELF Academy is a 10-day residential programme to enable young girls to be skilled, self-confident and self-reliant so that they can make their own decisions related to their bodies, health, career and lives. The second SELF Academy was held between 1-11 December 2016 in Patna, Bihar in partnership with CREA's partner organisations in Bihar. 44 girls in the age group 15-21 years and 3 trainers from three partner organisations participated in this academy. The skill building courses included Computer training, Film Making, Art based courses.

Most of the participants came from economically weak backgrounds where many girls often have to drop out of school and face early marriage. A majority of the girls also came from socially marginalised backgrounds (Scheduled Caste⁵ etc.). Out of the 44 girls that participated, some had successfully delayed their marriage and many more were willing to negotiate with their families for the same. The fact that they were provided permission to travel outside their villages and attend a 10 day residential programme needs to itself be seen as a significant achievement and a result of CREA's and the partner organisations programme with adolescent girls in the community.

The SELF Academy was successful in providing the girls a unique exposure opportunity to come out of their homes and villages and get in touch with some young women leaders who were the coaches and trainers in the Academy and served as their role models. The SELF Academy helped the girls to build their understanding and aspirations towards unconventional and non-gender stereotypical skill building courses.

⁴ Nielsen Holdings PLC is a global information, data, and measurement company with headquarters in the United States.

⁵ https://en.wikipedia.org/wiki/Scheduled_Castes_and_Scheduled_Tribes

Here are some of the experiences shared by the participants:

“The film making class has been a wonderful experience. I had never even imagined I would get to hold a camera of this kind! After the class, I have gained confidence and I feel like I could be a filmmaker if I wanted to.”

“I have always been curious about films. The idea of writing a story and weaving a film has always fascinated me. Whenever I would watch something on TV, I would wonder about all that has gone into making it. This class gave me the opportunity to closely learn some of these things that I had been wondering about”.

“I had not touched a computer before this in my life even though I had seen it from afar. Just getting to use it felt surreal. I will go back and teach the girls in my village how to use it. My neighbour has a computer, which I could use for this.”

1.10 Innovative/Special projects

a) Feminist Forum in Nairobi

On 29 October 2016, CREA conducted the feminist forum ‘Reclaiming Spaces, Finding Voices and Reigniting our Feminist Conversations’ in Nairobi. This forum involved the alumnae of FLMBaRI – East Africa in planning and implementing it. The alumnae provided inputs on key issues like: identifying the panelists and the wellness resources persons, deciding the invitation list, assessing the suitability of venue to have disability friendly space etc. The aim for this was to find ways to build movements and establish cross movement networks- intergenerational and intersectional.

Over 80 invited participants joined the daylong event. They were mostly women participants from civil society organisations as well the arts and other tertiary institutions. They represented mainstream women’s rights organisations, LGBTI groups and organisations, and disability rights groups. Some of them were from rural counties like Kakamega. We had also invited the former First Lady of South Africa Zanele Dlamini Mbeki. There was a mix of panelists speaking on inter-generational feminism, the intersections of disability rights with the women’s rights and the history of the feminist movement in East Africa.

In Kenya, LBQ movement is nascent and growing. The women working in disability rights are relatively more visible as approaches to convenings and actions are more intersectional. *The forum helped in strengthening feminist organising and making it more visible as our alumni are taking more initiative in a devolved way. Example: Kisumu Feminist Forum – online and offline action including the taking part in the ‘Standing in solidarity with women around the world against misogyny March’ in March 2017.*

b) Documentation of impact of Feminist Leadership Building

As a continuation and expansion of its monitoring and evaluation and impact collection work, CREA has taken up an initiative to collate and document the impact of this work and share them with its donors, partners and networks. As part of this, CREA is developing a comprehensive plan around documenting what building feminist leadership has meant for the organisations, activists and women and girls that and the impact that it has had on their personal/professional journey. As part of this, CREA has hired a consultant who will be meeting with the various stakeholders (including women and girls in the communities, partner organisations, activists and practitioners attending the various trainings and Institutes and the resource persons and CREA staff) and create repository of stories, reflections, best practices to share with its networks, partners, donors and the target groups themselves. She has met some women and girls who are part of the SELF Academy and CREA's community based grassroots leadership development programme in India and have documented their stories reflecting their increased understanding and transformation.

c) Creation of Knowledge Resources

A Toolkit for Organisations and Movements – Achieving Transformative Feminist Leadership: Srilatha Batliwala, Scholar Associate, Association for Women's Rights in Development (AWID) (Now Director, Knowledge and Building & Feminist Leadership), and Michel Friedman, Senior Associate, Gender At Work, draws on the work done for CREA's 'Feminist Leadership for Social Transformation—Clearing the Conceptual Cloud' to develop a toolkit, with Oxfam, to build and support the individual and collective capacities of women in leadership positions. CREA has translated and published this toolkit in Hindi.

Grassroots Knowledge Production: The publication **A Situation Analysis Report of Elected Women Representatives in Jharkhand** that has been produced is perhaps CREA's first attempt at 'grassroots knowledge production'. The research was conducted by PRAXIS⁶ using participatory methods where various community stakeholders were involved. Once data collection was completed a five day data analysis workshop was held where PRAXIS team, CREA team, and several members of the partner organisations including elected women representatives and an idea of a grassroots publication that can be accessible to the women elected representatives themselves took shape. We conducted an illustration workshop with elected women representatives and partner trainers and during this workshop EWRs developed amazing visuals to depict several of the findings. This will be a great tool for EWRs to share about their work, role and challenges and help to create visibility for them.

1. Advance Sexual and Reproductive Health and Rights

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, CREA decided that it was a good time for the organisation to step back and tap into the collective knowledge and experience of its Institutes' alumni around the world, who have spent considerable time, post their attendance at the Institute, advocating for sexual rights at local, national, regional and global forums. Through the below mentioned sexuality, gender and rights trainings and Institutes, CREA was able to enhance the understanding of 49 participants on the linkages

⁶ www.parxisinida.org

between sexuality, gender, VAW, SRHR and human rights. Some details of the Institutes /trainings are given below:

2.1 Sexuality, Gender and Rights Institute (Alumni Forum)

The first global SGRI Alumni Forum, conducted from 8-14 June 2016 in Istanbul, was an effort to strengthen connections between the SGRI community the world over, to learn from each other's work, and to collectively strategise to advocate for sexual rights.

CREA began the process of the call for applications for the Global SGRI Alumni Forum with a survey, which aimed to capture the impact of the Sexuality, Gender and Rights Institutes on the participants and their work over a longer period of time. It also aimed to gauge the alumni's interest in developing and contributing to a sustained engagement with the SGRI community on advocating for sexual rights at regional and global levels. 97 SGRI Alumni from over 15 countries, who have attended the Institute from 2002-2015, responded to the survey.

20 participants attended the Forum from Uganda, Egypt, India, Kyrgyzstan, Nigeria, China, Brazil, USA, Kenya, Zimbabwe and Pakistan. The participants work in local, national and international organisations including donor organisations on issues of women's rights, sexual rights, reproductive health and rights, HIV, abortion and decriminalisation and LGBT rights.

The Alumni Forum focussed on gaining better conceptual understanding on the chosen themes drawing from new knowledge and simultaneously sharing the experience of working on the issue. In addition to deepening thematic knowledge through new updated reading, the Alumni Institute themes were chosen to promote cross-movement knowledge building and collaboration. The focus of the Forum was to develop collaborative advocacy strategies to further sexuality, gender and rights at national, regional and global levels on these themes.

Along with new learning, an Alumni engagement piece was facilitated. Placing more emphasis on current alumni work, there were structured opportunities for alumni to share practices with faculty and resource people.

Please find attached the list of participants, faculty and Agenda as Annexure 6.

Please [click here](#) to view photos of the SGRI Alumni Forum.

Below are a few quotes from participants:

"It was great to have a sort of refresher on the last institute I attended. And new content to build on our knowledge. The alumni engagement sessions were useful in rethinking on the " what next" after institutes. How to remain engaged."

"I loved the range of topics explored and was particularly impressed by how the sessions built on each other even though presented by different topics. There were threads that continued throughout, and the facilitators did a good job of adjusting the program daily to build on this knowledge and avoid repetition."

"The forum, threw together alumni from different years of SGRI, who are working on various issues with diverse backgrounds and knowledge for in depth and interactive discussions. There are some very concrete ideas from the

2.2 The 2017 Sexuality, Gender and Rights Institute, Kathmandu, Nepal

The 2017 Sexuality, Gender and Rights Institute, Kathmandu Nepal was held from 20-25 March 2017 in Kathmandu, Nepal. The Institute was organised for the first time in Nepal jointly by CREA, LOOM⁷ and Women for Human Rights (WHR). LOOM and WHR supported CREA in planning the Institute and identifying and accessing relevant resource persons and materials.

29 activists, development practitioners, health professionals and academics from across Nepal participated in this Institute.

The 6-day Institute examined the links between sexuality, rights, gender, and health, and their interface with socio-cultural and legal issues. More than 10 activists and advocates from different social movement from Nepal and India facilitated the sessions during the Institute.

“As a teacher I have found teachers and students are not interested to learn on feminism. But now I want to include one chapter on gender and sexuality. The training has made me change my mind”.

“As I work with girls who are victims of sexual exploitation, we talk from protectionist approach but I will change my thinking and perception that they have the agency. I will also take some time to reflect on my beliefs”.

The Institute’s main aim was to provide participants with a sexuality and gender lens to look into different social issues. Sexuality was discussed along various intersections including caste, conflict, disability, migration, law, sexual and gender identities, mental health and others. Special attention was given to conflict, mental health, migration and sexual identities as these issues came up repeatedly in the planning meeting discussions. Nepal, has been the first country in South Asia to introduce third gender as a category to address issues of people who are facing challenges in their lives due to their sexual orientation. These topics were delivered using group discussion and plenary brainstorm as a methodology, using examples and case studies from Nepal and India.

Please [click here](#) to view the photos of the Institute.

2.3 Attending Sessions at the UN Human Rights Council

CREA has been actively engaging in the work of the UN Human Rights Council (UNHRC) in Geneva, in partnership with the [Sexual Rights Initiative](#) (SRI) since 2005. CREA as part of SRI attended the 32nd, 33rd and 34th UNHRC sessions. In terms of resolutions, the Protection against violence and discrimination based on Sexual Orientation and Gender Identity was passed, appointing an independent expert. CREA was engaged in resolutions on- Elimination of Discrimination Against Women in law and practice; Addressing the impact of multiple and intersecting forms of discrimination and violence in the context of racism; Racial discrimination;

⁷ www.loomnepal.org/

Xenophobia and related intolerance on the full enjoyment of all human rights by women and girls; Accelerating efforts to eliminate violence against women; Preventing and responding to violence against women and girls including indigenous women and girls; Preventable maternal mortality and morbidity and human right etc. CREA also made statements to the council during each of the sessions on issues pertaining to those sessions.

During the 33rd Session, the SRI had a side event on Bodily Autonomy and Sexual Rights. The panel articulated the benefits of advancing a holistic and intersectional understanding of bodily autonomy, explored the interlinkages between sexual rights issues affecting bodily autonomy, and encouraged the Human Rights Council to continue to produce contextualised analyses of sexuality and gender in relation to bodily autonomy. Another panel in recognition of the Day of Action for Access to Safe and Legal Abortion was also organised during the session. The panel ‘Global Action on Safe and Legal Abortion’ shared different country experiences of advocating for safe and legal abortion, highlighted the human rights obligations of States to provide access to safe and legal abortion, and discussed opportunities to utilise HRC mechanisms to affect policy and legal changes at the national level.

During the 34th Session, SRI had a side event on Comprehensive Sexuality Education (CSE) and Human Rights. A diverse panel of speakers representing States, UN agencies and youth-led organisations delivered insights on the current political, social and factual context of CSE, the need to address deeply entrenched gender norms that stigmatise young people’s sexuality, and solutions that support young people in realising their human rights, including their right to CSE. *Over the year, resolutions focusing on women saw an inclusion of strong language around sexual and reproductive health and rights despite an effort by many member States to dilute the same. CREA has submitted a report for India’s Universal Periodic Review (UPR) and advocated for the sexual and reproductive health and rights of women with disabilities and disinflation of sex work and trafficking during the 33rd session of the UNHRC. Both of these were included in the Compilation of UN information.*

Through participating in these platforms, CREA was able to mobilise and amplify the voices of many global South SRHR advocates working at the UNHRC. CREA was engaged in a range and diversity of SRHR issues advocated at the UNHRC.

2.4 Basic Training on Sexuality, Gender, and Rights in Hindi

CREA had organised the 9th Basic Training on Sexuality, Gender and Rights from 3 - 5 October 2016 in Ranchi. *The training built the basic understanding of 31 women activists from various organisations working on a range of issues like domestic violence, gender, reproductive health attended the training on patriarchy, gender, reproductive rights, marginalisation and intersectionality.*

2.5 Developing Technical Vocational Education and Training (TVET) on Sexual and Reproductive Health and Rights (SRHR) in Bangladesh

CREA, as part of a consortium, has imputed in designing a new SRHR curriculum for sandwich courses in vocational training settings at National Institute of Population Research and Training (NIPORT), Reproductive Health Services Training and Education Programme (RHSTEP), and

other core SRHR stakeholders in Bangladesh. CREA had also organised some trainings based on this curriculum but these trainings had to be discontinued because of the security situation in Bangladesh. However, CREA conducted a training on gender and SRHR from 5-9 March in Kathmandu, Nepal for 13 master trainers to develop their knowledge on understanding on the key SRHR issues related to provision of MR services ⁸and strengthen their skills to use the MR Manual

2.6 It's My Body: Advancing Sexual and Reproductive Health and Rights of Adolescent Girls Through Sports

As part of the *It's My Body (IMB): Advancing SRHR of Adolescent Girls through Sports* programme, a series of Training of Trainers (ToTs) was held in November 2016 and February 2017 to build the capacity of trainers from the 10 partner organisations with whom CREA implements the programme. During this period, the curriculum has also been reviewed and revised. A ToT was also deemed necessary both to serve as a refresher for the earlier sessions and to impart training on the new sessions, as over the past year, several of the trainers have left the partner organisations and a new cohort of trainers have joined who urgently needed to be trained prior to imparting the curriculum to the girls. The ToTs conducted with all 10 partner organisations from 6 – 11 February 2017 in Delhi helped to strengthen their facilitation skill and reviewing their experiences of implementing the programme and understand the achievements and challenges and think of ways to improve and overcome them.

'*Hamara Nazariya, Hamari Awaaz*' (Our Perspectives, Our Voices): CREA organised three events in August-September 2016 in Lucknow (23 August), Ranchi (8 September) and Patna (26 September). These events were led and facilitated by over 150 girl leaders from the IMB programme and attended by over 250 people from civil society, government and media. These events, for the first time served to raise the visibility of the work being done as part of IMB at the state level. The main feature of these events that made them different from other events with/for young people was (a) it was fully led and facilitated by the girls (b) the girls decided the content and format of what they would share at these events and c) the girls facilitated the Q&A sessions with the audience without any intervention from the partner organizations or CREA.

Sports Camps: A total of 150 girls participated from all 3 partners for a three-day camps which included classroom learning on techniques of playing football, outdoor sessions, career counseling on possible job opportunities around sports and health check-up session.

These girls-led events were an effective way to demonstrate impact of the programme in terms of building their confidence and self-esteem; self-efficacy and demonstrate the knowledge on issues of sexuality, gender, SRHR and other related social issues.

Please [click here](#) to view photos of these events.

⁸ Menstrual regulation (MR), however, has been part of Bangladesh's national family planning program since 1979. MR is a procedure that uses manual vacuum aspiration or a combination of mifepristone and misoprostol to "regulate the menstrual cycle when menstruation is absent for a short duration."

Building a robust system of Monitoring and Evaluation: During this period, the IMB team reviewed the effectiveness, and relevance of existing monitoring tools and systems of data collection. The objective was to develop a comprehensive Theory of Change (ToC) supported by a robust M&E framework. The need for this arose, as over the last five years based on the emerging needs, various additional components were added to the design of the IMB programme. Therefore, there was a need to look at the entirety of the intervention as it stands now and ensure the ToC and M&E framework reflects the current state of the intervention.

CREA worked on developing an Evidence Report for its programme It's My Body (IMB) Advancing Sexual and Reproductive Health and Rights of Adolescent Girls through Sports programme. In 2016, CREA conducted a second End-line Study to understand the long-term impact and retention of information among the participants of the programme. In addition to these quantitative evidences, qualitative evidences that capture experiences of the girls, their parents and other stakeholders involved in the programme have been captured in form of narratives, anecdotes, experiences and stories of change. Some key findings of the Evidence Report are as below:

Though, the knowledge around HIV and menstruation have shown increasing trend from baseline to endline, what is quite surprising is that belief about silence around menstruation still continues to be high where 77% of girls from the intervention arm still agree that she would feel ashamed if someone comes to know that she is menstruating. A significant improvement is reported in terms of awareness about contraception among the girls from the intervention groups from 25% to 36%. In general higher proportion of girls reported that it is legal for an unmarried women to terminate her pregnancy (55% among intervention and 41% among control group) then for women who are married (29% among intervention and 23% among control group). Findings also suggest that the intervention was instrumental in imparting this knowledge to girls about right to equality which is around education, property and decision regarding age at marriage among intervention group girls.

CREA's intense focus around sexuality, gender and rights framework also provided voices to adolescent girls to talk about their body and body autonomy. Though majority of girls said that they feel embarrassed (somewhat and very much) with their growing body. Their responses indicate a lack of sources for the girls to seek information about bodily changes, since more than three-fourths in both intervention and control groups said they would like to get information, and these proportions significantly increased from baseline to endline in both the groups.

The most significant positive shift have been reported around girls self reported skill sets. On most indicators of self efficacy as well as confidence, girls displayed a high level of perceived capacity/confidence after the intervention. While majority of girls (88% and above) reported playing some sports at the baseline, there is a significantly increased in level of confidence of perceiving themselves as "good" at sports been recorded amongst the intervention group girls, indicative of a positive impact of the intervention.

2.7 Kahi Ankahi Baatein (Speaking the Unsaid)

CREA's info-line that engages with the Interactive Voice Response System (IVRS) technology is a mobile phone based platform called *Kahi Ankahi Baatein* (Speaking the Unsaid) that disseminates information about Sexual and Reproductive Health and Rights in Hindi.

CREA and its partners [TARSHI](#) and [Gram Vaani](#) continued to provide SRHR information through *Kahi Ankahi Baatein*, the mobile phone info-line. On an average there are between 375-450 calls per day that is indicative of both relevance of the information that is being provided as well as need for SRHR information in local language. In addition, partnership has been formed with 4 community radio stations to co-produce content for the info-line. The radio stations follow the Community Learning and Participation (CLP) methodology commissioned by the Commonwealth of Learning that ensures community participation in identifying issues and content of the programme series to suit the larger audience. As part of this capacity building process, last year CREA and TARSHI conducted three trainings for the radio stations to strengthen their programmers produced on the themes of SRHR.

The infoline was shortlisted for the mBillionth⁹ award in 2016 and is recognised as an exemplary model of tech based programme implementation. A national consultation called 'ICT 4 SRHR' was organised between 27 -28 September 2016. The consultation had participation of different grassroots groups, NGOs, policy makers and technology based organisations working on advancing people's knowledge and access to SRHR related services. *The consultation helped to inform the larger civil society about the need for information on SRHR for young people and challenges and learnings from this model.*

2.8 Resources on Adolescent SRHR

Reproductive Health Matters – Hindi

CREA continues to produce annually the journal Reproductive Health Matters (RHM) in Hindi. CREA has developed the 10th edition of Hindi language edition of RHM journal, based on RHM's recent issue: Sexuality, Sexual rights and Sexual politics (RHM, volume 23 Issue Nos. 46 November 2015). This issue is quite relevant for CREA as gender and sexuality is core area of work for CREA. Since inception, CREA has been organising training programmes on sexuality, gender and rights for Hindi speaking activists. CREA builds resources for these training programmes by translating various academic and print media articles on sexuality. *RHM Hindi has served to make high quality, peer reviewed articles on various SRHR and related issues available to grassroots activists and practitioners.*

2.9 Creating Champions to Improve Access to Safe Abortion

CREA and CommonHealth (CH)¹⁰ jointly implements this programme which aims to build capacity among individuals/organisations to advocate for safe abortion in selected states in India and to work towards the larger shared goal of advancing gender justice and equality. The design included conducting two training Institutes and providing on-going

⁹ www.mBillionth.in

¹⁰ www.commonhealth.in

mentoring support to participants of the Institutes. Focus states where this programme is implemented are Punjab, Haryana, Delhi, Uttar Pradesh and Maharashtra.

A follow up was trainings were organised with institute participants from Uttar Pradesh, Delhi and Maharashtra. The training was co-facilitated by CREA and Common Health resource persons on issues of MTP as a public health facility in rural areas, doing a budgetary analysis of abortion related health service and media representation of abortion and related advocacy as well as different aspects of various related laws and legal hindrances faced by activists in seeking MTP services. *As a result of this training, CREA has entered into a formal partnership with 4 local organisations from Uttar Pradesh to integrate abortion advocacy related work in their on-going programmes.*

CREA's Director, Programme and Innovation Rupsa Mallik in collaboration with other women's rights activists wrote an [article](#) in response to a piece about moral obligations of women in relation to abortion. Arguments from this piece became the basis for a High Court ruling approving abortion service provision to a woman beyond 20 weeks.

An external evaluation has been commissioned of CREA's work on abortion, gender and rights in India. The focus of the work is to build an expanded constituency of activists to advocate for access to safe abortion in India and address the conflation of abortion with sex selection. The evaluation will provide important understanding of what has worked and continued barriers to doing this work.

2.10 Innovative/Special Projects

Serving as a Technical Resource Organisation

As a part of a special project being funded by one of CREA's donors – AJWS¹¹, CREA had organised a **two-day exchange and learning visit** on 8 and 9 September 2016 in Ranchi for eight participants from 4 grassroots organisations in West Bengal (Amra Padatik, Kolkata; Jeevika Development Society, Kolkata; Prajak, Kolkata and Begum Rukaiya Gender Resource Centre, Birbhum). The learning visit was organised based on a needs assessment conducted with these participants where they had shown keen interest in developing understanding about CREA's It's My Body programme. All participants also attended the state level advocacy event ***Humara Nazariya, Hamari Awaaz***. *Participation in the meeting and the event provided a good opportunity to all the participants to get an overview of the IMB programme and understand the issues addressed by the IMB programme as well as understand the role of different stakeholders and their impact on the IMB, programme.*

CREA also organised an **Institute on Sexuality, Gender and Rights in Bangla** with these four AJWS partner organisations in Kolkata, West Bengal from 6-10 June 2016. These organisations work with young girls, boys and marginalised communities on issues of rights, gender, livelihood, vocational training, rights of girl children and micro finance in rural and urban West Bengal.

¹¹ <https://ajws.org/>: American Jewish World Service

On the last day of Institute, a special session was organised with participants to understand the learning of the participants showed the increase in their understanding and willingness to incorporate these learning in their on-going work. It was also decided that participants would meet again after one and a half month and share their challenges faced in incorporating the learning of this Institute in their on-going work.

2. Address Gender Based Violence, Enhance Security and Well Being

Note: An organisational decision was taken to shift the focus from conflict and security and including wellbeing as a security issue and that the Women's Leadership Institute on Peace and Security – Global –which had been conducted earlier under this initiative will be discontinued. Given this focus, the third strategic programme initiative of CREA has been redefined and is now called "Address Gender-based Violence and Enhance Security and Well-being".

3.1 Global Dialogue - Consent

This dialogue was not conducted as there are other global dialogues being planned for the next years.

3.2 Advocacy at Other International Fora

In August, CREA as a member of CMI! Consortium¹² (CMI! Effective lobbying and advocacy for women's human rights) organised a five-day strategic meeting in Geneva with South based women's rights and disability rights groups. The meeting coincided with the 16th session of the Committee on the Rights of Persons with Disabilities (CRPD) session and built the capacities of civil society groups to advance the rights of women with disabilities using the CRPD monitoring process. The meeting brought together 28 representatives of civil society organisations from India, Nepal, Uganda, Kenya and Colombia. The goals of the meeting was to provide a focused space for strategic thinking, learning and planning, and a space for activists to dialogue with each other, with UN agencies, including OHCHR, WHO, UNFPA and UNAIDS, and with the CRPD Committee. At least two clear successes of this meeting have emerged. *The first is the formation of a network of women with disabilities in Kenya (see next paragraph) that started a strategic planning process around Kenya's CEDAW monitoring process. The second is the establishment of capacity building and strategic planning process with women with disability networks in Nepal that resulted in the formulation of a two-year strategic advocacy plan.*

As noted above, one of the Kenyan organisations that attended the Geneva meeting has, with technical and financial inputs from CREA, initiated the set up of a women with disabilities network in Kenya, and elaborated a strategic accountability plan around the CEDAW shadow report submission for the November 2017 session. As part of this process, the Network has been developing a two-year national advocacy and accountability plan by using the CEDAW monitoring process as a tool to raise issues affecting women with disabilities. These priority issues include violence against women with disabilities, sexual and reproductive health and

¹² The CMI! Consortium is a combination of funders and international women's rights organisations. The Consortium members include Mama Cash, Association for Women's Rights in Development (AWID), CREA, Just Associates (JASS), the three Urgent Action Funds – UAF-Africa, UAF-Latin America, and UAF and Wo= MEN, in strategic partnership with the Dutch Ministry of Foreign Affairs under the Policy Framework Dialogue and Dissent (2016-2020)

rights of women with disabilities, sexuality and pleasure and access to health services. The Network is using this process for movement and capacity building, advocacy and direct lobbying with State actors.

Lobbying UN Women to consult meaningfully with sex workers in policy development: In 2016, the Global Network of Sex Work Projects (NSWP) and CREA in collaboration with other partners, organised a dialogue process between women's rights, human rights and sex workers' organisations to bring scrutiny and pressure to UN Women's consultative process on development of its policy on sex work: "Consultation seeking views on UN Women's approach to sex work, the sex trade and prostitution". *As part of this process NSWP with CMI! Members and other partners held several strategic meetings with NSWP and other partners, including at the AWID Forum in September, that resulted in the development of a joint statement signed by 190 sex workers rights, women's rights and human rights organisations and networks from around the globe, with significant representation from the Global South. Submitted to UN Women in October, this statement established non-negotiable principles on sex workers' rights as women's and human's rights that shall be respected and protected by UN Women and called UN Women to establish and follow a genuinely consultative process in their policy development on sex work.* Advocacy and direct lobbying with UN Women is on-going. CMI! also coordinated with the Dutch Ministry throughout this process, which includes holding of various discussions with Lambert Grijns, the Director of the Ministry's DSO, for strategic planning lobbying.

Along with the global level response, *CREA with sex workers and sex worker-led organisations and other partners initiated a dialogue process about the UN Women policy development in India, that has been integrated into an on-going dialogue process about the Anti-Trafficking Law.* Specifically, CREA along with All India Network of Sex Workers (AINSW), Lawyer's Collective, and Center For Advocacy and Research (CFAR), organised three regional consultations with 43 sex worker-led organisations and collectives in India. This is based on CMI!'s premise that global south based sex workers and sex worker-led organisations must play a crucial role in developing global policies that affects them. *Partners worked together to reach a consensus and jointly articulated principles they consider non-negotiable for formulating any policy on sex work. This led to a submission of recommendations by India-based sex workers' groups to UN Women.*

Growing out of this process, an alliance between women's rights and sex workers' rights organisations is being developed under the leadership of the Global Network of Sex Worker Programmes (NSWP) with the active participation of CREA and Mama Cash. As a first step, the alliance developed a clear political position on sex workers' rights as women's rights and human rights with the adoption of non-negotiable principles, including the recognition of sex worker's rights as labour rights, and separation of voluntary sex work from trafficking. The Alliance has the development of a common work and action plan by strategically identifying global spaces where advocacy and lobbying shall be focused on. This includes CEDAW, and other treaty monitoring bodies and ILO.

3.3 All Women Count! A Global South Alliance to Prevent violence Against ALL Women

The All Women Count! (AWC) consortium is an alliance of four human rights organisations and funds: CREA (lead applicant), Arab Foundation for Freedoms and Equality (AFE), Association

for Progressive Communications (APC) and UHAI EASHRI: The East African Sexual Health and Rights Initiative (UHAI EASHRI). The consortium members are globally networked with diverse human rights movements and have deep programmatic experience in the global South. The consortium's concern is violence against women, in particular violence experienced by women, girls and trans people at risk (LBT, sex workers and women and girls with disabilities). The consortium will strengthen the ability of global South-based human rights organisations to respond to VAW, change harmful social norms, and build the capacity of women, girls and trans people at risk to combat violence and advocate for their rights.

A planning meeting was organised from 17 to 19 October 2016 in Beirut, Lebanon. The AWC member organisations - AFE, APC, CREA and UHAI-EASHRI - participated in this meeting. All the partners agreed that AWC is a key initiative of the alliance but should be seen as only one step of many more towards building a strong global south consortium on gender and sexual rights. The partners updated the revised activities and work plan, and an M&E expert facilitated the development of an M&E plan. The basis of the project's MEL agenda is transformative–feminist evaluation approach that is internally driven, utilisation-focused and learning-centered. The guiding factor for the MEL Framework was the first meeting of the Dutch Ministry of Foreign Affairs (MOFA), which helped us understanding and incorporating the gender indicators in our own reporting mechanisms.

Based on the MEL, an extensive Activity-Output-Outcome matrix has been developed by partners that we will follow and report accordingly for both IATI and the narrative reporting. This framework will help us in understanding and learning from our work, especially, through the Outcome Harvesting stories that will measure the impact of our work against the outcomes.

3.4 CMI! Launch at AWID Forum

During the AWID conference held in September 2016 CREA launched its [Suspend Judgment campaign](#) as a way to foster conversations on the future of feminist organising and practice. The Suspend Judgment campaign comprises of a series of *parchas* (Hindi for political leaflets) has been a form of popular messaging for street activists and protesters across the world. Suspend Judgment features 14 feminist *parchas* addressing perspectives across movements from sex workers rights, pleasure and consent, intersex rights, abortion stigma, SRHR, anti-trafficking, bodily integrity, disability and sexuality and more.

3.5 Basic Training on Gender Based Violence (East Africa)

CREA had organised this basic training at Royal City Hotel, Kisumu, Kenya from 27-29 June 2016. There were over 24 participants from Kisumu, Siaya, Bondo and Kisii. Most were a mix of activists focussing on LGBTI and sex worker rights. The training was on feminism, gender and gender roles, social constructs. The training covered the principles of feminist leadership and developed an outline of the significance of embracing feminist leadership when tackling the root causes of gender-based violence. This was followed by defining and understanding patriarchy, power and power structures and its impact in social justice. Looking at the links between patriarchy and other oppressive forms of power and violence. *These sessions helped participants by thinking differently by applying an analysis about the root causes of societal injustices and making connections of how power works and the structures that formed and are maintained.*

Several participants felt that violations, harassment and violence are very normalised even in their own personal experiences and challenged them to be more thoughtful of explicit or implicit forms of violence and to ensure they are not perpetuating normalisation of gender stereotypes, and violence.

At the end of the training, participants were able to see that it is very important to build self-esteem, confidence and draw power from our inner self in work as activists.

3.5 Basic Training on Gender Based Violence (South Asia)

CREA facilitated a training on ‘Sexual and Reproductive Health, Gender, Sexuality, and Rights for CARE Bangladesh from 3-7 August 2016 in Kathmandu, Nepal. The 5-day training built the understanding of 17 CARE Bangladesh staff members on issues like gender and sexuality as distinct but interconnected systems of power, sexuality and its various intersectionalities. The participants were also able to understand how to develop strategies for including gender and sexuality in their existing work.

3.6 Events/Campaigns

a. Public Forum and Media Campaign to mark 16 Days of Activism

To mark 16 Days of Activism, CREA in collaboration with [University of Maseno](#) and Kenya Female Advisory Organisation (KEFEADO) organised a forum on 2 December 2016, **Coffee Hour - Activism Against Gender Based Violence - Gaining My Power**

The objective of this forum was to unpack the structural violence that is witnessed in the universities at different levels. Over 100 students and faculty attended the forum. The voices of students was critical and this discourse centered around them speaking up and standing up for preventing all forms of violence against women. The University of Maseno reiterated its willingness and commitment to engage in sustainable structures that would ensure that discourse on making the university an institution free from all forms of violence was actualised.

CREA also participated in community and mainstream radio shows (Sky FM Radio and Equator FM) to mark and raise awareness on the 2016 theme “From Peace in the Home Peace in the World: Make Education Safe for All.

b. Public Event to celebrate International Women’s Day

To celebrate March 8, International Women’s Day, CREA supported an event on 4 March in Nairobi, Kenya called the ‘**White Wedding Show**’ where four African stories by the Nyef Nyef Storytellers were staged:

- Why Men Who Love their Black BMWs should avoid High Hairstyles, written by Muthoni Garland (Kenya) and told by Agnes Wangithi
- Can We Talk? by Shimmer Chinodya (Zimbabwe) as told by Tete Burugu

- "The Thing Around Your Neck" by Chimamanda Adichie's (Nigeria) as told by Maimouna Jallow
- Muthoni Garland reading her own work titled - "The Philosopher Poet"

The "White Wedding Storytelling Show" stimulated discussion about marriage, domestic arrangements and more within a feminist context. 70 women leaders including young women from women's rights, women and girls disability rights, LBQ, trans, academia, the arts, young feminist movements organisations & networks participated in the event.

3. Increase Voice and Visibility of Marginalised Women, Girls and Trans*

4.1 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.

DSROI 2016 was organised from July 18 - August 29, 2016. It was attended by 36 participants, out of which 16 participants identified as people with varied disabilities. Participants were activists from 18 countries from organisations like Amnesty International, Handicap International, ARROW, IPPF, government departments as well as from donor organisations, Slovak-Czech Women's Fund and IM Swedish Development Partner.

Through the Disability, Sexuality, and Rights Online Institute (DSROI), CREA has helped to increase the knowledge and information of 36 participants on various aspects of disability and sexuality (laws, policies, violence, sexual and reproductive health and rights). The Institute also provided 36 participants access to knowledge resources on sexuality.

As a way to engage alumni of all the five DSROIs conducted so far, we plan to put fresh efforts into re-energising the DSROI online e-group. We also plan to conduct a short survey in a few months among all DSROI alumni in order to map and understand their work and plan future online and offline actions.

Please find attached the list of participants, faculty and agenda as **Annexure 7**

4.2 Global Dialogue on Disability, Sexuality and Rights

Since 2004, CREA has organised five Global Dialogues on themes that need further interrogation and substantive engagement to better inform the work of various movements, activists, donors and governments. This year, the theme for CREA's Global Dialogue was on Disability, Sexuality and Rights. This convening was organised in Colombo, Sri Lanka from 30 January – 2 February 2017. It was attended by 22 disability and sexuality rights activists from

the global South. This convening was conceived as a space to address key tensions and fractures that divide the women's rights, LGBTQI, sexual and reproductive rights, and disability rights/justice movements. The convening saw robust discussions and debates around issues at the intersection of disability and sexuality that remain under-theorised, contested, or otherwise present barriers to effective cross-movement work and at the same time discussed strategies that push an intersectional understanding and affirmatively build cross-movement work on disability and sexuality. The myriad ideas, which emerged from the convening, have provided great fodder for re-imagining our DSROI modules.

One of the outcomes of this convening was the collaboration between CREA with ARROW to develop their publication (ARROW for Change) on sexuality and disability. This publication is being developed to highlight important contemporary concerns on disability and sexuality and SRHR issues, especially for women and girls with disabilities and more particularly from the Asia-Pacific region. The aim of this publication is not just to enhance the knowledge and understanding but also to learn from each other in different regions, country contexts, and experiences. CREA and ARROW believe that this publication will provide a space to converse and debate on pertinent and difficult sexual and reproductive issues that imbue lives of women and girls across the global South.

4.3 Closing the Gap -Building Institutional Capacity (Disabled Peoples Organisations and Women's Rights Organisations) to Address Sexuality and Disability

CREA and its partner disability rights organisations based in various cities in India held a meeting in May 2016 to review and share the successes, lessons, challenges and learning from the first year of work and to jointly brainstorm over ideas and direction for continuing the work. It was commonly felt that there was a dearth of resources around the sexuality of persons with disability and there is an urgent need for resources in both regional and English language and hence resource creation would be a priority in the second year of our work. The partners also felt that besides capacity building and information generation, there is a strong need to strengthen advocacy for disability and sexuality rights both at the Indian and the global level and to draw upon the strength of each partner for a more effective advocacy strategy.

As part of this project, CREA and one of its partner in the state of West Bengal in India- Sruti Disability Centre *conducted workshops with parents and educators which provided them an opportunity to share their experiences, raise questions and challenge their own understanding of how the sexuality of children with disability are perceived.* Another workshop was organised on the issue of Gender & Disability with twenty-two participants, which included activists and academics, students and professionals as well as from primary care-giver of child with disabilities, and special educators who regularly engage with disabled children in day to day life. The workshop provided the participants a comprehensive view and built their understanding about the interconnections of gender/sexuality and disability and interrogate how this interconnectedness play out in different - questions of law, social movements, accessibility, abortion, marriage, sexualities, the market and popular media.

4.4 Strengthening Knowledge and Capacity for Sexuality and Disability Advocacy in the ASEAN Region – South and South East Asia

ARROW and CREA, in collaboration with the ASEAN Disability Forum (ADF), conducted a workshop on Advancing Gender Equality of Women and Girls with Disabilities, with a specific focus on SRHR, in Hanoi, Vietnam from 18-20 May 2016. 16 activists and leaders from the women with disability movements from seven countries in the ASEAN region—Brunei, Cambodia, Indonesia, Malaysia, Thailand, Philippines, and Vietnam actively participated the workshop. Apart from the participants. This workshop was also attended by sign language interpreters and personal assistants for some people with disabilities.

Here's what participants had to say about their experience with the Institute:

"I learnt a lot about sexuality and disability. This course allowed me to expand my horizons on this topic and, even more important, to explore the intersections between different elements. It also pushed me to think laterally and out of the box. I believe I was already well prepared to do so on sexuality but certainly it was not the case on disability and on the intersections between the two themes."

"The Institute is relevant to this work because it has allowed me to know about and virtually meet people already working in these and other related issues (such as violence against women with disabilities). They have all inspired me to a) be more aware of the biases, prejudices and stereotypes that may – unintended - influence my work; b) think about more diverse ways of advancing the project's goal; c) explore possible alliances with other groups working on identity, intersectionality and the advancement of social justice".

The workshop included conversations around gender and sexuality, gender and sexual identities, issues of bodily integrity, sexuality specifically with respect to people with disabilities and advocacy. The UN Convention on the Rights of Persons with Disabilities (CRPD) was also discussed during the course of the workshop. In order to make the training accessible, two sign language interpreters were engaged, materials were available in print and soft copy (screen reader friendly documents) for visually challenged participants, and verbal descriptions of most visual material were made available.

The training was aimed at creating better understanding among ADF members on basic concepts of gender, sexuality, and SRHR, which is crucial to any national or regional level work being done by ADF members. It also sought to increase knowledge of the links of the UN CRPD with gender, SRHR and sexuality issues, thereby strengthening their capacity to use this for advocacy in advancing gender equality for women and girls with disabilities. Lastly, the training also aimed at strengthening inter-movement collaborations between the disability movement and women's sexuality and SRHR movements.

Through this programme, CREA was able to build the capacity of 16 activists (from disability

Some Quotes from participants:

"This training has opened my mind about gender"

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"This is the first time I have attended this training. I found it to be really useful and I have learned more about SRHR of women with disabilities"

groups, women's rights and sexual rights groups) to undertake sexuality and disability rights advocacy in the ASEAN region to address the rights of women and girls with disabilities. CREA was also able to build a strategic linkages formed of ADF to disability rights, sexual rights, women rights organisations in the ASEAN region.

4.5 Dignity for All – An LGBTI Assistance Programme to strengthen advocacy for LGBT Rights in Bangladesh, India, Kyrgyzstan, Nepal, Pakistan and Sri Lanka

CREA is the Asia consortium partner for 'Dignity for All: LGBTI Assistance Programme' that provides emergency assistance, security, opportunity, and rapid response (SOAR) grants; and security assessment and training to human rights defenders (HRDs) and civil society organisations (CSOs) under threat or attack due to their work for lesbian, gay, bisexual, transgender and intersex (LGBTI) human rights. CREA's geographical focus for this work is India, Bangladesh, Nepal, Pakistan, Sri Lanka and Kyrgyzstan. The specific portfolios managed by CREA include advocacy and security grants, and security training.

Through 6 advocacy and security grants to 6 organisations in Pakistan, India and Nepal, CREA helped in increasing knowledge and capacity of these organisations to effectively advocate to reduce stigma and discrimination against LGBT people. Some work CREA has supported through these grants includes:

Advocacy for influencing the government in Khyber Pakhtunkhwa province of Pakistan to include “transgender” as a category in their census forms, so that trans people can be included in future government development schemes. This effort was successful with the government currently working with trans activists and CSOs to draft a policy.

- Sensitisation efforts and advocacy with police officials to reduce police violence against trans people in Kolkata, India.
- Advocacy with state governments for the implementation of NALSA judgment in Gujarat, India. CREA also supported a state level consultation to provide inputs to the government on the latest version of the Transgender Persons Bill, which, if passed in its current form would be more detrimental than useful for the community.
- Security trainings for trans activists in Pakistan.
- Networking within the LBT community in Nepal, and alliance building with government officials to advocate for and influence better inclusion of LBT people in constitutional amendments and political party priorities.

CREA conducted one security training from 7- 10 February 2017, in Negombo, Sri Lanka. 15 participants from 3 organisations participated in the training. *The training helped in building the knowledge and capacity of 15 activists and 3 organisations working to advance LGBT rights in India, Bangladesh to handle security concerns and crisis situations of the LGBT people.*

4.6 Strengthening LGBT Rights in India through public awareness and education and advocacy

CREA has during the past year fostered community level engagement as well as undertaken public education campaigns to highlight this issue and to build public support and reduce stigma

that LGBT persons continue to face. Engagement with other mechanisms and institutions such as educational institutions is vital. Some key activities conducted:

a. Queer Without Fear

CREA partnered with Youth Ki Awaaz ¹³ for #QueerWithoutFear, an online campaign, which (1) highlighted such stories of organising within campuses, (2) explored the need for student groups, and (3) inquired the challenges involved in student organising and mobilisation for LGBTI rights. The campaign ran from 14th February to 6th March 2017. The campaign also involved a call-to-action encouraging readers to share their stories of instances of student organising and mobilisation within campuses.

Reach of the campaign: 1,396,638

Reach via social media:

Facebook: 213,812

Twitter: 1,130,411

Instagram: 13,070

Reach via website

Pageviews: 11,050 Reach: 28,295

The articles that were part of the campaign were hosted on a microsite on the Youth Ki Awaaz website, and were shared on YKA and CREA's social media platforms. Some creatives and a video were also created and shared. Towards the end of the campaign, YKA also hosted a tweekchat with students and organisations that work on similar issues.

Link to the microsite: <https://www.youthkiawaaz.com/queerwithoutfear/>

Link to video created by CREA: <https://drive.google.com/file/d/0B-Knfj4fEkTbWlhUeEN6UVppbG8/view>

b. Partnering with universities to conduct events/discussions on LGBTI rights in India

CREA collaborated with campus LGBTI groups from Ambedkar University, Delhi, Ashoka University, Sonapat, and National Law School of India University, Bangalore to organise film screenings and/or panel discussions in each of these universities. The purpose of the events was to further dialogue among university going youth on LGBTI rights its intersections with other social justice issues. These events were attended by a total of approximately 70 people, which included students, faculty members, and non-student LGBTI activists. CREA worked with about 12 students from 3 campus groups to put these events together.

LGBTI student groups have usually functioned within their own universities/campus spaces with little connection to the LGBTI movement around them, and no opportunity to meet and network with LGBTI student activists from other parts of the country. CREA organised a convening of student LGBTI groups on 8th and 9th December 2016, in Delhi. The convening included sessions/discussions on talking about gender and sexuality within campus spaces, peer

¹³ <https://www.youthkiawaaz.com/>

counselling and acting as an LGBTI peer support group, and talking to authority figures about gender, sexuality and LGBTI rights. The convening also provided a space and opportunity for student LGBTI groups to interact and network with each other, thus contributing towards breaking silos and allowing for these groups to share their experiences and learning.

The online campaign and events in campus spaces contributed towards achieving this outcome. A large number of people were reached through the online campaign. However, the nature of the campaign restricts our level of engagement, and makes it difficult to assess each person's interest in / or commitment to LGBTI rights. In contrast, while campus events reach a lot fewer people, they allow for deeper dialogue, and it is much easier to assess students' level of interest in the issues being discussed. Both of these activities have resulted in increased public support for LGBTI rights, as evidenced by statements made by people during the campaign, and statements made by students during the campus events.

CREA was also able to influence Youth Ki Awaaz's views on LGBTI rights. While the online news platform has always been LGBTI friendly, this campaign, and working with CREA allowed the organisation to further develop their ideas around LGBTI rights, issues faced by LGBTI students, and the intersectionality between LGBTI rights and other social justice issues.

4.7 Innovative/Special projects - Events and Campaigns

Advocating for Change

There has been intensive engagement on the recently passed Rights of Persons with Disabilities Act. CREA along with disability rights organisations has convened meetings to develop inputs that have been submitted to the Government with regard to the implementation of the Act and in particular clauses that have implications for women and girls with disabilities.

Portfolio of work to advance sex workers rights has been deepened. This has included partnerships with All India Network of Sex Workers, Lawyers Collective and others to undertake community mobilisation and awareness building on the proposed Anti-Trafficking Bill in India. In addition, written comments on the draft Bill and other follow up has been undertaken with the Government.

Cross Cutting Programmes

Campaigns and Events

Apart from these one advocacy initiative included CREA's Executive Director, Geetanjali Misra moderating a CSW panel on building inclusive feminist movements and included discussions to:

- Illustrate experiences in building more SOGIE-inclusive feminist movements, that include the perspectives, views and leadership of women who are lesbian, bisexual, queer and trans*
- Examine how feminist movements have contributed to advancing LGBTI inclusion- about 70 people participated in the panel discussion.

a) Advocacy Institute (Laboratory)

A two-day meeting for planning and designing an Advocacy Institute/laboratory was organised from 14-15 December 2016. It brought together a group of experts directly engaged in advocacy at global and regional levels, and with a nuanced understanding and experience of advocating on issues of gender, sexuality and rights, and GBV in the global south.

CREA decided to call the Advocacy Institute as Advocacy Laboratory as the Advocacy Institute was envisioned as a response to several gaps it identified through its own work and that of its partners on advancing the rights of women and girls, LGBTI, sex workers and trans people and therefore. These include: the syllogisation of advocacy efforts, which requires connecting the work at the local and national level to regional and global spaces; the lack of representation of the global south in global advocacy spaces; and capacity building on advocacy that is not led by the global north. The advocacy lab is being developed as a means to increase collaboration between organisations from local to the global, and to help organisations have access to a range of advocacy strategies, which they can use and tailor according to their contexts. This would entail developing advocacy strategies on addressing GBV that are informed by an understanding of the larger structural violence and inequalities in society. Additionally, a lot of work is siloed within identities and there is no intersection. The intersectional approaches that are being built aren't robust enough to push the advocacy agenda. This is particularly the case in capacity building initiatives. The lab therefore will be a critical engagement space and less of a capacity building space. With this aim, the lab will bring together a cohort of activists that learn from each other in order to connect groups and movements that are engaged in developing advocacy strategies from the local to the global level.

The planning meeting has helped develop the framework for the advocacy lab and the criteria for the participants. It will begin by the end of 2017, and will be implemented over the next two and a half years.

b) Exchange Programmes

a. CREA conducted an exchange/exposure visit in Kolkata (hosted by DMSC¹⁴) with 10 sex worker activists representing 6 different sex worker rights organisations based in various parts of Uganda and Kenya. The aim of the exchange visit was to strengthen the participants work and capacity to advocate for sex worker rights and improve their lived realities by sharing and learning best practice from other global South sex worker collectives. It resulted in increasing he awareness and knowledge of the sex workers group of Kenya and Uganda on:

- the long history of sex work and navigation of this in the background of strong culture and religion; two issues that the participants felt are huge barriers in their advocacy work.

¹⁴ www.durbar.org The Durbar Mahila Samanwaya Committee (Bengali: দুর্বার মহিলা সমন্বয় সমিতি/Durbar Mohila Shômonbôe Shomiti "Unstoppable Women's Synthesis Committee") or Durbar, is a collective of 65,000 [sex workers](#) in [West Bengal](#).

- financial sustainability, shrinking funding for sex work that emphasised to the participants a new urgency to thinking of how their work can and should continue with limited external funding and how to build non-donor driven initiatives
- how DMSC is addressing the trafficking and sex work rhetoric by implementing a firm policy on coercion and under age sex. It was fascinating to learn about the Self Regulating Board that they put up to address the issue.

A visit was made to a boarding home for children of sex workers (Rahul Vidyaniketan) in a place near Kolkata, West Bengal. This was a very moving day for the participants as one of the biggest challenges has been how to 'come out' to their children for those with young ones. Many of them live double lives constantly worried about being shunned by their loved ones and dependants. This visit gave some of them who are plagued with these anxieties a renewed hope that they can one day be in a position to be accepted and respected for who they are starting from their own homes.

The group was very motivated by their visit and discussions are underway on how to implement the learnings from this visit. Some immediate reactions are:

- How they can reach out to the LGBT group that lacked lubricant (not provided at all) Anandam and connect them with other LGBTI/sex worker networks, groups, supporters so they are less isolated.
- How the Kenyan sex worker groups involved in key population HIV/AIDS interventions can share best practice with their counterparts in Uganda who have some limitations in their capacity especially on Behaviour Change Communication (BCC).
- Plans have been underway to formalise table banking and merry go round initiatives that the sex workers in Kenya have been discussing. There is a renewed energy in getting this off the ground.
- Discussions on how the learning can be shared in the wider umbrella network of organisations

b. This exchange visit was organized following a needs assessment study by CREA with JMMS (Jagruti Mahila Maha Sangh), a federation of sex workers from Nepal. JMMS comprises of over 25 smaller sex workers groups across Nepal. The organization, so far, has mostly focused on HIV/AIDS and other health related interventions, with little work on advocacy. They were, however, very keen to expand their work on advocacy and wanted to learn from the stories and experience of Indian sex workers collectives.

This was a 7 day exchange visit with DMSC from 12th to 18th December, in Kolkata. The visit broadly covered:

1. Genesis and history of the Sonagachi project, HIV/Health interventions
2. Sustainability of sex workers collectives (with or without external funding)
3. Usha Multipurpose Cooperative Limited - a bank for and of sex workers
4. Building community relations with the Police
5. Mobilizing communities
6. Building alliances with other movements/issues - Domestic workers and LGBTI

7. Anti-trafficking initiatives run by DMSC - the Self Regulatory Board (SRB)
8. Advocacy with state and non-state actors
9. Working with and Needs of children of sex workers

The biggest takeaway, as expressed by the participants of the exchange visit was the scale of DMSC's reach. A lot more options and opportunities that JMMS had not previously thought of, or thought possible were opened up to them. Also, there was a shift from activity or project-based thinking, to dream building and working in a manner that would ensure that the quality of lives of sex workers is improved holistically.

This exchange visit was the first of its kind we have done with DMSC in the recent past, and there was definitely scope for improvement. There is soon to be a similar visit between sex workers groups from Kenya and Uganda, and DMSC. We have taken forward some of our learnings from the JMMS-DMSC visit to improve this upcoming exchange.

Institutional/Management

a. Organisational Development

To support its programme delivery and to provide further momentum for growth, CREA had 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, CREA staff went through an extensive process of identifying staff requirements in each of their units. Subsequently, an organogram for the organisation was developed. Additionally, keeping the transitions and expansion plans in mind, the programme directors underwent extensive coaching from the Bullzi team on leadership development during 2016-17.

We as an Organisation also put in a lot of time to have a lot of thinking and strategic discussions about the current context and developments and what does that mean for our work. In order to help us with our organisational development work and in navigating the current context, CREA also constituted an advisory board. The Advisory board consists of academics, experts and activists with extensive knowledge and experience of working on issues of sexuality, women's rights, disability rights, human rights, technology and their intersections

During CREA's staff retreat in March 2017, a core team including key CREA staff, board members and the newly constituted CREA advisory board went through a facilitated brainstorming sessions around the issues related to current context and what it means for CREA and feminist justice systems at large. Based on our discussions we are in the process of developing our "Strategic Compass" document and we will share that with Sida as soon as it is finalised. Some of the discussions that we had included:

Key developments and trends in the external context (shrinking spaces (rising nationalism, protectionism, fundamentalism, and most of all, fascism, violence and repression, active

manipulation of discourse, Democratic institutions being dismantled, The global human rights architecture under threat)

Implications of these global trends for feminist social justice activism in general and for CREA's strategies in particular (for example, need to re-examine our strategies, deepen our analysis and understanding of the larger geo-political context, recast our knowledge building, much stronger and conscious dissemination / communication aspect etc.).

A quote from one of the advisory group members puts our discussions in context very well: *“When the tidal wave comes, you must decide whether to dive under it or jump over it...”*

Another major discussion that CREA had was around its strategic engagement with some key stakeholders like partners, Alumni of its Institutes and interns. The rich discussions have prompted us to document our experience, perspectives and strategies to engage with these three important stakeholders. We are in the process of developing concept notes around all these three stakeholders.

b. 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 that as part of the organisational development process, all the directors will be undergoing focused coaching on leadership and team and conflict management with Ellen Sprenger, and international organisational development expert.

c. Payroll Management Software: CREA has set up an automated payroll system, which will enable us to process through a computerised system. This is envisaged to make payroll processing simpler, and reduce errors, which are more likely with the manual system. This will become functional from 1 April 2017. The Finance and Admin team worked to design it to include all the tasks of employee payments and the filling of taxes (e.g., keeping track of staff leaves, calculating taxes and deductions).

d. Recruitment: CREA spent considerable time in looking out for suitable candidates for the positions advertised (in Communications, M&E 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 - 9, Finance and Administration - 2) were filled. The position on Monitoring and Evaluation still remains a challenge. However, CREA programme staff has undertaken rigorous M&E planning and implementation and this has considerably built internal capacities on M&E and helped build a roster of M&E consultants to take help from.

e. Performance Management: A 360-degree assessment process of key staff members has been installed as a practice. Staff members are also assessed based on the KRA and KPI (Key Result Area and Key Performance Indicators) developed by them.

f. Monitoring and Evaluation: There have been some focused Impact Assessment and Evaluation of programmes that have been undertaken (as mentioned above under Strategic Initiative #1 and #2)

In addition to these there have been focused M&E training workshops for CREA staff and partner organisations for the community based programmes. Most new CREA staff members have attended the SGRIs and FLMBRI 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.

Many of CREA's programmes also conducted various Monitoring and Evaluation activities like Baseline and End-line Studies and Evidence report for the community based programmes in India, End of project evaluation of the Safe Abortion project and the Infoline project. CREA has also started an initiative to define a Theory of Change for its large community based programme with adolescent girls- It's My Body.

CREA has also spent considerable time and effort in streamlining its M&E systems and formats for its two large programmes funded by the Dutch Ministry of Foreign Affairs. Both these programmes are being implemented in the consortium model and therefore the processes have been very detailed and elaborate. However, this has majorly contributed in strengthening understanding among CREA and its Consortium partners on M&E.

CREA is continuing to work on a web-based MIS. Two sections of the MIS - Institute management, and knowledge management are complete and we are working on filling data for other two sections – programme management and contact management.

g. Internship programme

CREA has set up an internship programme with the overarching aim of build leadership capacity of participants to apply a feminist, intersectional and inter movement lens to their work in advancing social justice. CREA's internship programme hopes to create spaces for sharing, learning and critiquing strategies and approaches on diverse issues with younger feminists by exposing them to the larger CREA network of activists, academics, trainers, researchers, and policy makers. Through a combination of site visits, trainings, and being embedded in the everyday programmatic work of CREA, the internship programme mentored 4 young feminists and built up their knowledge, skills and capacity as leaders especially in developing intersectional and cross-movement approaches to activism and scholarship.

h. Resource Development and Communication

During 2016-17, the Resource Development team focused largely on ensuring good compliance of current grants, relationship building with and raising funds from new donors and agencies, developing and setting up complex reporting systems e.g., International Aid Transparency Initiative (IATI), strengthening the human resource and other infrastructure of the department, developing and participating in webinars, meetings/discussions, which offered possibilities of building relationship leading to resource generation.

Though the resource development endeavours were fairly successful, CREA is still struggling to secure significant core funding or which would help in achieving its sustainability and organisational development. Additionally funding for some of the work is based on project funding and run the risk of being discontinued once these funding sources are discontinued.

Please see below some of the highlights of the work completed by the communications team:

An internal feminist calendar was created to plan digital and offline communication products around.

New social media handles were adopted in September 2016 for Facebook, Twitter and newly created Instagram. The old handles were "OfficialCREA" and changed to "ThinkCREA".

Instagram account "Think.CREA" was launched September 16th 2016 with 74 posts to date and 237 followers. 3 original videos were created from AWID, #suspendjudgment campaign and #abort the stigma.

14 original graphics were created featuring quotes, portraits of activists, insights from alumni of institutes on the topics of sex workers rights, intersectional analysis, pleasure, gender based violence, LGBTI, abortion access, disability, challenging the biological root of sex and gender, masturbation and kink, marriage, girls empowerment and more.

The Programme Associate and interns daily posted 2-4 updates on Facebook, in turn growing the FB readership to a total of 8,436 followers.

Programme Associate and interns daily posted 2-4 updates on Twitter, in turn growing the Twitter audience to 2,861 followers.

CREA hosted/co-hosted 3 Tweekchats:

- 1) September 23rd 2016 on Abortion Stigma
- 2) May 17, 2017 on Abortion Stigma
- 3) July 27th, 2016 on Body and Territory

CREA participated in 2 Tweekchats:

- 1) February 8, 2017 hosted by Urgent Action Fund Africa on African Feminist Leadership;
- 2) June 13, 2017 hosted by Women's Refugee Commission on Women and Humanitarian Crisis at the UNCRPD 10th Session

Redesign of CREAWorld.org was initiated with a design meeting in Rome December 2016. A consultant was hired to be paired with internal staff to develop site. Currently the sitemap, content and features are prepped and discussions have started with designers and coding company.

AbortTheStigma a campaign for safe abortion access in India was entirely executed and designed in-house through communications and programme team in English and Hindi. In total, 1 video (subtitled in English, Spanish, Vietnamese and Hindi), 6 Myth Busting graphics, 4 long form

comics, 5 graphic headers, 1 microsite (<http://www.creaworld.org/abortthestigma>), 5 blogs, 2 GIS maps of safe abortion providers in Delhi and Chandigarh were produced. The communications team also coordinated two stories on the campaign from major Indian news outlets Hindustan Times and The Quint. Some preliminary analytics from the campaign include:

Total post reach on Facebook: 95,155 people

Total Facebook likes: 5845

Total Facebook shares: 197

Youtube views: 330

Twitter likes: 415

Twitter retweets: 421

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, 2017 and the Income and Expenditure 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 and financial performance 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 financial control relevant to the entity's preparation of the financial statements that give a true and fair view 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 financial 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 and the Income and Expenditure Account dealt with by this report are in agreement with the books of account;
- (iv) in our opinion, the Balance Sheet and the Income and Expenditure 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, 2017; and
 - b) in the case of the Income and Expenditure Account, of the surplus for the year ended on that date.

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

Krishna Kumar Singh
(Krishna Kumar Singh)
Partner
M. No. 077494



Place : New Delhi
Date : *30/10/2017*

CREATING RESOURCES FOR EMPOWERMENT IN ACTION (CREA)

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

BALANCE SHEET AS AT MARCH 31, 2017

Amount in ₹

LIABILITIES	AMOUNT	ASSETS	AMOUNT
GENERAL FUND		FIXED ASSETS (Refer to Schedule 2)	2,121,889.00
Opening Balance	58,114,617.96		
Add: Surplus brought forward from the Income and Expenditure Account	22,992,821.98	CURRENT ASSETS, LOANS, ADVANCES, ETC.	
		CURRENT ASSETS	
RESTRICTED GRANTS (Refer to Schedule 1)	29,393,342.83	Grants Receivable (Refer to Schedule 1)	9,662,595.60
		Cash and Bank Balances:	
DEFERRED REVENUE FUND		Cash in Hand	10,279.50
Opening Balance	1,768,019.00	Foreign Currency in Hand	9,683.00
Add: Fixed Assets Acquired out of Project Funds	543,538.00	Standard Chartered Bank (A/c No. - 52011027521)	3,447,305.50
Less: Amount equivalent to depreciation charged on such assets transferred to Income and Expenditure A/c	639,072.00	ICICI Bank (A/c No. - 006501100964)	5,576,253.46
		Standard Chartered Bank (A/c No. - 52011027505)	19,205,721.48
		Standard Chartered Bank (A/c No. - 52011124241)	3,809,331.09
EARMARKED FUNDS		Fixed Deposits (Incl. Accrued Interest thereon)	76,443,522.51
Pushing the Frontiers : A Meeting			
Opening Balance	257,419.00	LOANS, ADVANCES AND OTHER ASSETS	
Less: Funds Utilised	257,419.00	(recoverable in cash or in kind or for value to be received)	
		Advances	2,834,753.00
CURRENT LIABILITIES AND PROVISIONS		Security Deposits	68,091.00
TDS Payable	920,027.00	Prepaid Expenses	32,553.00
Sundry Creditors for Expenses	7,501,366.00	Income Tax Recoverable	1,531,806.63
Provision for Gratuity	4,159,124.00		
			4,467,203.63
	12,580,517.00		
Total	124,753,784.77	Total	124,753,784.77

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

As per our report of even date attached

for Creating Resources for Empowerment in Action

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

Krishna Kumar Singh
Partner
M. No. 077494



Place : New Delhi

Date : 30/10/2017

Suhita Kujur
Suhita Kujur
Director - Programs

Geetanjali Misra
Geetanjali Misra
Executive Director

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, 2017

Amount in ₹

PARTICULARS	AMOUNT	PARTICULARS	AMOUNT
PROGRAM EXPENDITURES		INCOME	
Books and Periodicals	11,467.00	Grants :	
Travelling Expenses	7,505,963.00	Restricted Grants Availed/ Utilised (Refer to Schedule 1)	74,430,032.48
Local Conveyance	145,754.00	Earmarked Funds Utilised	257,419.00
Telephone, Fax and Internet Charges	670,810.00	Unrestricted Grant and Other Project Receipts	13,768,560.26
Salaries and Allowances	19,258,297.00		
Gratuity	659,371.00	Other Income :	
Other Staff Benefits	389,367.00	Interest on Savings Bank Accounts	756,075.00
Technical and Professional Services	6,623,202.00	Interest on Fixed Deposits	3,708,992.34
Workshop/ Seminar/ Meetings	21,339,591.00	Appropriation from Deferred Revenue Fund	639,072.00
Monitoring, Evaluation and Research	5,005,796.00	Income from Investment	6,859,883.68
Publication Costs	359,308.00	Interest on TDS Refunds	17,792.41
Website Development and Maintenance	145,540.00		
	62,114,466.00		11,981,815.43
ADMINISTRATIVE EXPENDITURES			
Bank Charges	42,272.19		
Local Conveyance	62,466.00		
Electricity and Water	282,855.00		
Office Expesne	469,031.00		
Office Rent	2,167,500.00		
Postage & Courier	246,385.00		
Telephone, Fax and Internet Charges	167,703.00		
Printing & Stationary Charges	293,572.00		
Repairs and Maintenance - Office	150,306.00		
Repairs and Maintenance - Computer	253,479.00		
Repairs and Maintenance - Equipment	53,551.00		
Office Insurance	23,908.00		
Salaries and Allowances	7,015,620.00		
Gratuity	347,665.00		
Other Staff Benefits	177,869.00		
Technical and Professional Services	2,427,803.00		
Workshop/ Seminar/ Meetings	72,242.00		
Audit Fees	203,670.00		
Depreciation	747,185.00		
Recoverable Written-off	57,882.00		
Foreign Exchange Loss	3,355.00		
Interest on TDS	470.00		
Registration Fees	63,750.00		
	15,330,539.19		
Surplus carried forward to General Fund	22,992,821.98		
Total	100,437,827.17	Total	100,437,827.17

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

for Creating Resources for Empowerment in Action

Krishna Kumar Singh
Partner
M. No. 077494



Place : New Delhi

Date : 30/10/2017

Sunita Kujur
Sunita Kujur
Director - Programs

Geetanjali Misra
Geetanjali Misra
Executive Director

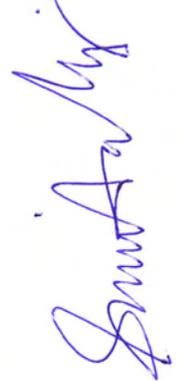
CREATING RESOURCES FOR EMPOWERMENT IN ACTION (CREA)

SCHEDULES FORMING PART OF THE BALANCE SHEET AS AT MARCH 31, 2017

Schedule 1 - Restricted Grants

Particulars	Opening Balance as at April 1, 2016		Received during the year	Total	Avaliable/ Utilised and Credited to the Income and Expenditure Account	Avaliable/ Utilised and Credited to the Revenue Fund	Total	Closing Balance as at March 31, 2017	
	Unutilised Grants	Grants Receivable						Unutilised Grants	Grants Receivable
The Ford Foundation	1,142,507.75	-	5,863,500.00	7,006,007.75	1,882,793.05	-	1,882,793.05	5,123,214.70	-
Reproductive Health Matter (RHM)	-	-	1,529,768.40	1,529,768.40	885,674.00	-	885,674.00	644,094.40	-
EMpower - The Emerging Markets Foundation Ltd.	1,539,046.00	-	2,917,980.00	4,457,026.00	2,863,117.72	-	2,863,117.72	1,593,908.28	-
Comic Relief	-	895,967.58	1,631,575.00	735,607.42	2,009,610.00	-	2,009,610.00	-	1,274,002.58
American Jewish World Service (AJWS)	376,906.00	-	2,008,530.00	2,385,436.00	2,321,557.19	2,100.00	2,323,657.19	61,778.81	-
American Jewish World Service (AJWS) - Interest on Grant	-	-	36,848.00	36,848.00	-	-	-	36,848.00	-
Oak Foundation	7,920,583.00	-	14,515,728.00	22,436,311.00	13,529,842.00	121,948.00	13,651,790.00	8,784,521.00	-
International Planned Parenthood Federation	923,766.47	-	3,123,650.47	4,047,416.94	2,604,689.00	-	2,604,689.00	1,442,727.94	-
International Women's Health Coalition	2,306,013.45	-	6,936,690.00	9,242,703.45	4,849,082.32	230,462.00	5,079,544.32	4,163,159.13	-
British High Commission	-	346,610.00	346,610.00	-	-	-	-	-	-
CREA New York (MacArthur Foundation)	-	495,645.00	2,385,698.48	1,890,053.48	1,855,772.00	-	1,855,772.00	34,281.48	-
CREA New York (FLOW)	-	2,744,160.00	2,723,540.81	(20,619.19)	504,948.00	-	504,948.00	-	525,567.19
CREA New York (Foundation for Just Society)	-	863,693.00	1,132,353.00	268,660.00	268,660.00	-	268,660.00	-	-
CREA New York (Mama Cash - CMI)	-	2,078,067.00	15,475,572.63	13,397,505.63	17,015,852.00	-	17,015,852.00	-	3,618,346.37
CREA New York (SIDA)	-	2,949,961.00	3,016,722.54	66,761.54	3,559,880.00	-	3,559,880.00	-	3,493,118.46
Medicus Mundi Gipuzkoa	339,087.90	-	5,663,800.39	6,002,888.29	3,305,864.20	20,459.00	3,326,323.20	2,676,565.09	-
Medicus Mundi Gipuzkoa - Interest on grant	-	-	26,714.00	26,714.00	-	-	-	26,714.00	-
Astraea Foundation	-	-	1,992,975.00	1,992,975.00	1,977,625.00	15,350.00	1,992,975.00	-	-
Global Fund For Women	-	-	1,139,425.00	1,139,425.00	1,890,986.00	-	1,890,986.00	-	751,561.00
Azim Premji Philanthropic Initiatives	5,478,829.00	-	12,584,000.00	18,062,829.00	13,104,080.00	153,219.00	13,257,299.00	4,805,530.00	-
Total	20,026,739.57	10,374,103.58	85,051,681.72	94,704,317.71	74,430,032.48	543,538.00	74,973,570.48	29,393,342.83	9,662,595.60






CREATING RESOURCES FOR EMPOWERMENT IN ACTION (CREA)

SCHEDULES FORMING PART OF THE BALANCE SHEET AS AT MARCH 31, 2017

Schedule 2 - Fixed Assets

Particulars	W.D.V. as at 01-Apr-16	Additions		Deductions	Total as at 31-Mar-17	Rate of Depreciation	Depreciation for the year	W.D.V. as at 31-Mar-17
		upto 30-Sep-16	after 30-Sep-16					
		Amount in ₹						
Fixed Assets Acquired out of Project Funds (FCRA)								
Computers and Printers	351,524.00	197,326.00	20,459.00	-	569,309.00	60%	335,448.00	233,861.00
Office Equipment	449,809.00	80,613.00	27,241.00	-	557,663.00	15%	81,606.00	476,057.00
Furniture & Fixtures	724,646.00	50,505.00	14,175.00	-	789,326.00	10%	78,224.00	711,102.00
Total	1,525,979.00	328,444.00	61,875.00	-	1,916,298.00		495,278.00	1,421,020.00
Fixed Assets Acquired out of General Fund (FCRA)								
Computers and Printers	4,769.00	-	148,930.00	-	153,699.00	60%	47,540.00	106,159.00
Office Equipment	403,818.00	-	-	-	403,818.00	15%	60,573.00	343,245.00
Total	408,587.00	-	148,930.00	-	557,517.00		108,113.00	449,404.00
Fixed Assets Acquired out of Project Funds (NON-FCRA)								
Computers and Printers	138,460.00	70,076.00	-	-	208,536.00	60%	125,122.00	83,414.00
Furniture & Fixtures	103,580.00	83,143.00	-	-	186,723.00	10%	18,672.00	168,051.00
Total	242,040.00	153,219.00	-	-	395,259.00		143,794.00	251,465.00
Grand Total	2,176,606.00	481,663.00	210,805.00	-	2,869,074.00		747,185.00	2,121,889.00



Signed by: [Signature]

CREATING RESOURCES FOR EMPOWERMENT IN ACTION (CREA)

SCHEDULES FORMING PART OF THE ACCOUNTS FOR THE YEAR ENDED MARCH 31, 2017

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 1st 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.



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. 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.
6. The Society leases certain office premises under cancellable operating lease arrangements. The rent expense under these agreements for the year is ₹ 21,67,500.

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

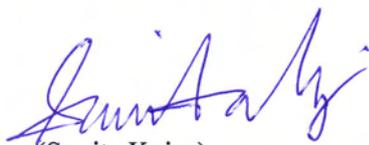
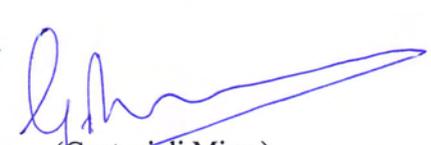


(Krishna Kumar Singh)
Partner
M. No. 077494

Place : New Delhi
Date : 30/10/2017



for Creating Resources for Empowerment in Action

(Sunita Kujur)
Director - Programs

(Geetanjali Misra)
Executive Director