CENTRE FOR SOCIAL JUSTICE (IDEAL)



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ABOUT US PAGE 02

CSJ was established with the aim to intervene and ensure that vulnerable communities get access to justice. These groups include women, Dalits, Adivasis, minority communities and other marginalised groups.

The Centre for Social Justice (CSJ) is an initiative by the Institute for Development Education and Learning (IDEAL). It is one of the first organisations of its kind in India that uses the law to fight for the rights of marginalised people. It first began operating through a network of law centres across Gujarat in 1993 and today works in Maharashtra, Madhya Pradesh, Chhattisgarh and Jharkhand and responds to nearly 3,000 cases every year.

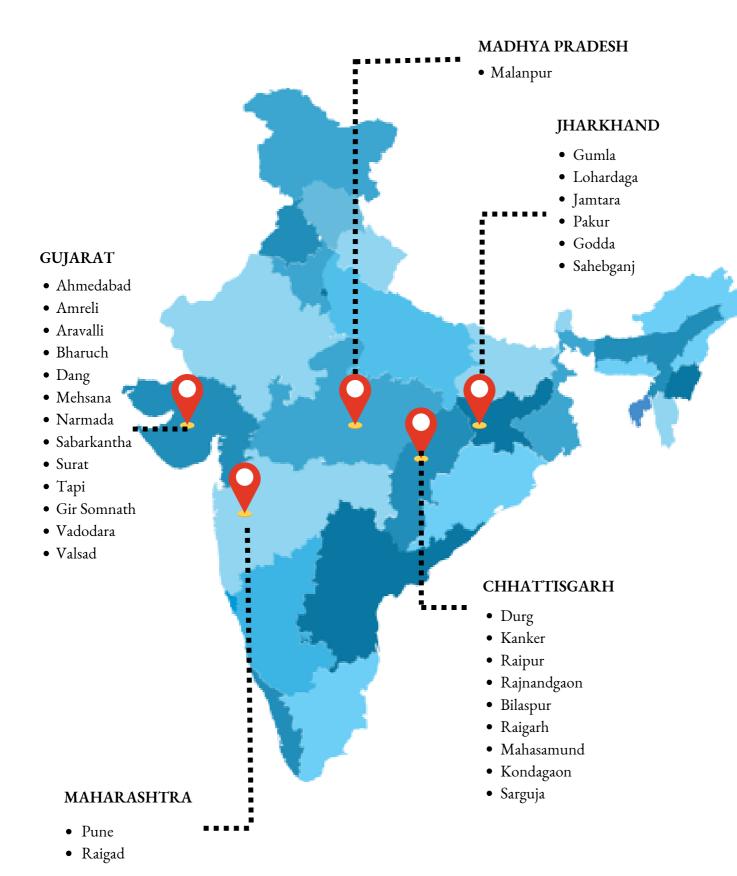
Our law centres consist of lawyers, paralegals and researchers passionate about making a difference.

CSJ provides a span of legal services while also, in the process, work towards activating government and civic bodies. Our aim is to identify and address policy gaps and fight for social justice and simultaneously engage in legal know-how, hold public campaigns, and train young lawyers and paralegals.

The organisation, through its networks spanning across India, also intervenes in disaster situations. Be it the migrant crisis during the nationwide Covid-19 crisis or the devastation that followed the Tauktae cyclone, CSJ ensures that vulnerable communities receive their due entitlements.



OUTREACH PAGE 03



CORE ENGAGEMENTS

LEGAL AWARENESS

LEGAL AID

Disseminating information about legal rights and entitlements through awareness programs including campaigns, radio shows & street plays.

Addressing legal issues of individuals & communities by assisting them in litigation and facilitating their entitlements and claims under various laws & enactments.

ALTERNATIVE DISPUTE RESOLUTION

Using formal & informal dispute resolution mechanisms to resolve a legal dispute between two parties by activating formal state agencies such as permanent conciliation boards and mediation centres. It also involves activating and working with informal spaces including Anjuman, mahila mandals, village heads, etc.

LEGAL CAPACITY BUILDING

LEGAL REFORM

Conducting various capacity-building programs to develop the capacities of young lawyers, paralegals, volunteers, Civil Society Organisations and government stakeholders to use the law to ensure that rights & entitlements are guaranteed to the vulnerable. Using experiences, learnings and best practices from grassroots intervention to critique existing laws and policies to make them more sensitive to the needs of vulnerable groups.



LEGAL SERVICES & FACT FINDING

CSJ's primary work is in the sphere of grassroots lawyering. This involves providing legal assistance to members of vulnerable communities. It is the experience of CSJ lawyers and paralegals from this domain that informs other engagements of the organisation such as those with duty bearers or academic institutions. During the year 2022-23, we were able to intervene in around 8,000 cases and claims.

	Social Category Of Victim								
Theme	OE	BC	S	С	S	ST	Gen	eral	Grand
	M	F	M	F	M	F	M	F	Total
Rights of Women	2	90	3	62	4	73	3	31	268
Rights of Labourers	137	197	110	89	741	559	37	32	1,902
Rights Related to Land	47	14	46	17	380	113	95	24	736
Rights of Consumers	6	5	4	1	6	4	1	4	31
Rights of Fisher-folk	203	59	17	0	0	0	0	0	279
Rights of Farmers	37	30	54	25	262	121	9	10	548
Rights of Identity	114	141	55	86	187	187	67	56	893
Right to Basic Amenities	86	57	32	21	24	18	4	3	245
Social Security Rights	245	563	153	251	460	748	37	65	2,522
Rights of Children	9	21	6	11	0	18	0	7	72
Miscellaneous	76	89	84	117	141	79	9	3	598
Total	962	1,266	564	680	2,205	1,920	262	235	8,094

LEGAL SERVICES & FACT FINDING

Amreli, Gujarat

In Amreli, applications under Section 125(3) of The Code Of Criminal Procedure, 1973 were being allowed only for recovery of maintenance that had been due for a year. It was argued by our lawyer in two cases that even though as per the proviso of Section 125(3), the levy of a fine and the detention of the defaulter in custody would not be available to a claimant who had not approached the Court within a period of one year, the proviso did not curtail the right of the claimant to recover the amount of maintenance beyond one year. Breaking the interpretation in court which was against the letter and spirit of law, our lawyer was able to claim maintenance from the court for a period of 2 years (Rupees 4,80,000) in one case and for a period of 3 years and 2 months (Rupees 2, 88,000) in another case.

FACT-FINDING

State	Types of Incidents	No. of Fact Findings Conducted
Chhattisgarh	Murder, Kidnapping, Offences against Women, Violation of the POCSO Act, Violation of SC/ST Atrocity Act, Custodial Violence, Human Trafficking, Social Boycott,	79
Gujarat	Murder, Kidnapping, Offences against Women, Violation of POCSO Act, Violation of SC/ST Atrocity Act, Kidnapping, Custodial Violence, Death due to wildlife and human conflict,	95
Jharkhand	Offences against women	12
Total		186

Ankleshwar, Gujarat

Despite our paralegal recommending the police to take forward the process of abortion of an 11-year-old rape victim with utmost urgency, as per the POCSO Act, the police refused to budge. After the active intervention of our paralegal with the assistance of the empanelled advocate of the DLSA, we were able to secure an order of medical termination of pregnancy from the Special POCSO Judge, Ankleshwar. Both the Child Welfare Committee as well as the police had left the child at the mercy of her fate. As a result of our engagement with the Police and the DLSA, we were able to activate these institutions, acquainting them with the roles and responsibilities they are statutorily obligated to follow under POCSO.

OUTREACH PROGRAMS: VILLAGE VISITS & AWARENESS PROGRAMS

All of CSJ's centers engage extensively with the community through various outreach activities, including legal awareness camps, village visits, campaigns etc. The goal is not just to provide legal assistance, but also to empower the community so that they can formulate their own strategies and aid the community in the long run. To this extent, all centers identify and train community volunteers and paralegals, who then intervene in cases of human rights violations.

The table below shows all outreach programs undertaken by CSJ centers in the previous year.

	Village Visits			Awareness Programs			Total No.
State	No. of visits	Female	Male	No. of outreach programs	Female	Male	of people reached
Chhattisgarh	519	5,435	5,547	133	5,017	3,201	19,200
Gujarat	1,266	22,994	27,097	158	7,207	5,690	62,988
Jharkhand	225	1,929	1,555	2	105	21	3,610
Total	2,010	30,358	34,199	293	12,329	8,912	85,798

Jaffrabad, Gujarat

A one-day service camp was organised for the fisherfolk community in the Pipli Kaantha area of Jaffrabad. It was organised in collaboration with various government offices such as the Fisheries Department, Taluka Panchayat and Gram Panchayat. One of the objectives of the camp was the facilitation of entitlements such as E-shram registration, jut yojana, birth registration etc. For generating awareness of various rights of the fisherfolks a *Dayro* (a folk art of telling a story through songs) was organised in the evening. We reached out to around 1,500 people during the one-day campaign.



STRENGTHENING CIVIC ENGAGEMENT THROUGH LEGAL CAPACITY BUILDING

Capacity Building forms one of the core activities of CSJ as it is directly related to our larger institutional goal of expanding the scope of access to justice for marginalised communities. In line with CSJ's pedagogy, capacity-building programs are designed to empower people to overcome the adverse and sometimes brutal impact of systemic discrimination.

The participants for such training include law students, young lawyers, aspirants for the All India Bar Examination, community volunteers, staff of civil society organisations, government officials, etc.

S. No	Category	No of Trainings	Number of participants
1.	Paralegal Volunteers	84	694
2.	Civil Society Organisation	29	1,116
3.	Training of government officials - Panchayat Member training	3	123
4.	Capacity building of lawyers from vulnerable communities for AIBE	4	192
5.	Law Students	4	171
	TOTAL	124	2,296

Land training of Nyay Mitra in Gumla:

Maintenance and accuracy of land and revenue records is a huge problem in the country. A national-level process of digitisation of land records is underway now. To identify the gaps and issues in the process, to understand the impact of the process on vulnerable communities, and to influence the national-level process by identifying systemic issues through our interventions, we conducted a two-phased training for our nyay mitra (community volunteers) from Gumla and Ghaghra blocks in Gumla district of Jharkhand. In the training, we looked at the different types of land records and their relevance, understood the process to locate the digitised land records on the Jharbhoomi website, and also looked at the usage of Jharbhoomi for filing a grievance on any issue in the digitised land records and ways to track the status of the grievance. Our nyay mitra have, so far, identified 20 issues in the online land documents and filed online grievance applications to recitfy the same. We are also engaged in tracking the status of the same. Some applications have been favourably disposed and the mistakes in the land documents have been rectified. While others are being processed, we have filed Right to Information applications in the rest of the grievances where there has been no movement.

ACADEMIC COLLABORATIONS AND STUDENT ENGAGEMENTS

One of CSJ's interventions is the reinforcement of a culture of human rights among the youth through a pedagogical breakthrough in human rights and diversity education. Pedagogically influenced by the Freirian philosophy, we seek to create a culture of tolerance among different religious faiths and instill the same values in students by integrating human rights and diversity in the curriculum of Law Schools and other Universities.



ACADEMIC COLLABORATIONS AND STUDENT ENGAGEMENTS

Sr. No.	Institution	Type of Engagement
1.	National Academy of Legal Studies and Research (NALSAR)	Our course on disaster policy and governance has been approved by NALSAR and will be offered by the university in April 2023. The course draws on our experience of implementing interventions aimed at securing the rights of disaster victims, including our work during the COVID 19 lockdown.
2.	West Bengal National University of Juridical Sciences, Kolkata (NALSAR)	Our course 'Social Justice Lawyering: Concepts and Methods' has been approved to be taught as a credit course in NUJS starting August 2023.
3.	Gujarat National Law University, Gandhinagar (GNLU)	We were invited to the GNLU-LSC Discourse Series as a guest speaker to talk about 'Overcoming Barriers to Access to Justice for Marginalised Communities.'
4.	Increasing Diversity by Increasing Access (IDIA)	Nyaya Darshan course, a joint initiative of CSJ and ILNU had organised a 21-day course organised specially for IDIA Scholars where we worked with them on various aspects related to self, knowledge, perspective and skills. Of the 14 scholars we hosted, 6 were visually challenged.
5.	The Australian National University	We are currently negotiating a course on legal empowerment strategies and practice with the Australian National University.
6.	Institute Of Law, Nirma University, Ahmedabad	CSJ in collaboration with Institute of Law, Nirma University, Ahmedabad had organised a two-day Women Lawyer's Meet. Young lawyers practicing in various district courts of Gujarat participated in the event.
7.	L.J School of Law, Ahmedabad	A three-day paralegal training was organised in collaboration with LJ Law College. The training was conducted for the legal capacity building of 50 paralegals of Buniyaad.
8.	Shri NS Patel Law College, Modasa	We had organised a 7-day training on the different aspects of mooting such as reading and interpreting the law, writing the memo, and preparing for oral arguments.
9.	Guru Ghasidas Vishwavidyalaya, Bilaspur	We have taken multiple sessions for students of GGU on laws related to marginalised communities. Additionally, we were invited to present at a panel on anti witch-hunting laws hosted by the University. We were also invited to a round table conference organised by the university to explore civil society-academia collaborations.



As a result of our continuous engagement with various stakeholders at the District, State and National level, we have been successful in influencing the policy decisions of various departments. A few of the many ways in which we have positively impacted various stakeholders in our ecosystem have been captured below.

Sr. No.	Stakeholder impacted	Impact
1.	Candidates of the All India Bar Examination	We conducted two online trainings (one in Hindi and Gujarati) in 2021 for grassroots lawyers appearing for the AIBE in vernacular languages from various parts of Gujarat, Chhattisgarh and Jharkhand. We tried to capture the lived experiences of hundreds of law graduates who participated in our trainings in a three-part article which is published on the <i>Livelaw</i> website. A petition was filed in the year 2023 in the Gujarat High Court, asking the court to direct the Bar Council of India to allow candidates to carry printouts of Bare Acts as Bare Acts in vernacular languages were much more expensive. The petition was based on the research in our three-part article. The petition led to the high court issuing directions to the BCI which finally issued a statement on its website stating that printouts of bare acts would be allowed for the exam.
2.	Victims of Sexual Violence	In Mahasamund, Chhattisgarh, like many other districts in India, the two-finger tests are still conducted on rape victims. Following the Supreme Court's reiteration that the test has been prohibited, we wrote to the DLSA, Superintendent of Police, CMO and District Judge regarding the development. Pursuant to our letter, the CMO called a meeting with all the Registered Medical Practitioners in Mahasamund, to talk to them regarding the Supreme Court order.
3.	Victims of Natural disaster	A large section of the population of Dang lost their crops and livestock after the devastating floods in the monsoons of 2022. Those people who had not completed their process of succession/ inheritance were deemed ineligible for the compensation scheme that was announced. We sent relevant recommendations to the Revenue Department to find a way through which this category of people could also get compensation. The new notification of the Gujarat government regarding the compensation package announced, had our recommendation incorporated in it. Here, we played role in setting the discourse and bringing the issue to light and along with other relevant players, we could bring the necessary reform in the policy.

4	Consumer protection	Establishment of District Consumer Protection Council and a District Consumer Disputes Redressal Commission in each district of the state is statutorily mandated as per the Consumer Protection Act, 2019. However, neither of the above had been set up in the district of Simdega, in Jharkhand. Around October 2021, we sent a letter to multiple authorities in the state of Jharkhand such as the Directorate of Food and Consumer Affairs, Simdega Collector, State Consumer Commissions, Secretary of the Department of Consumer Affairs and the High Court stressing the importance of constituting the local district level bodies as per the legal mandate. While we did not receive a response to our letter or follow-up measures through the Right to Information application, we received information from the Bar that the District Consumer Disputes Redressal Commission had been established in the district of Simdega in July 2022.
5	Rights of children	With the then-impending third wave of covid-19, and the potential risks it posed to children, we wrote letters to multiple authorities highlighting implementational issues in the Integration Child Development Services Scheme (ICDS) according to our assessment of numerous villages in Gumla and Ghaghra blocks of Gumla district. In the letters, we recommended that good quality and nutritious food arranged through Anganwadis and schools might help to improve the nutritional and health status of the children. This included recommendations to restart mid-day meals and additionally add eggs, fruits, sattu, to the diet. The letters were addressed to CMO, Gumla Collector, Department of School, Education and Literacy, Director of Dept of women & child development, Jharkhand State Food Commission and the Principal Secretary of Department of Women and Child Development. Due to similar active and timely intervention of multiple actors in the civil society, the Jharkhand cabinet then took the decision to provide eggs to children six days a week in more than 30,000 Anganwadi centres.

NOMINATIONS IN STATE BODIES

As part of our stakeholder engagement, we engage with multiple government stakeholders to influence their decision-making. We engage with them by attending their meetings, inviting them to our trainings and meetings and, through a process of continuous dialoguing with them. Members of our team have been nominated in various government bodies, some of which have been mentioned below.

Sr. No.	Government Body	Type of Nomination
1.	District Court, Amreli, Gujarat	Member of the Internal Complaints Committee under POSH
2.	National Legal Services Authority	Nominated as Master Trainer
3	Social Justice & Empowerment Department (Government Of Gujarat)	Member of Women and Child Development Centre
4.	District Legal Services Authority, Arvalli, Gujarat	Panel Advocate for POCSO Awareness Program
5.	Taluka Legal Services Authority, Rajula, Gujarat	Panel Advocate for POCSO Awareness Program
6.	Umargot, Higher Secondary School, Umargot, Gujarat	Legal Advisor
7.	District Legal Services Authority, Billaspur, Chhattisgarh	Core Committee members of DLSA, Bilaspur's committee for NALSA's 'Haq Hamara Bhi hai Scheme @ 75'
8.	Indian Council of Social Science Research (ICSSR)	Member of Advisory committee and Resource person for National Seminar on 'Legal Discourse on women and witch hunting in India'.

LABOUR RIGHTS PAGE 16

In 2020, we began our journey with 'Social Compact'- a multistakeholder movement that brings together Corporates, Workers' Rights Organisations and experts into a co-solutioning relationship to ensure greater dignity of industry-employed informal workers in India. It is anchored by CSJ, Aajeevika Bureau and Dasra.

In this spirit, we are collaborating with different academic partners, industrial associations and grassroots organisations where we support their teams by providing capacity building in the facilitation of entitlements to informal workers through Workers' Facilitation Centres (WFC), and at the same time engage with different processes to influence and synthesise the industrial ecosystem on six human-centric outcomes focusing on the missing 'S' (Social component) of ESG Goals.

Sr. No.	Area of Influence	Practice
27.18	Industrial Ecosystem	Federation of Gujarat Industries (FGI): Signed MoU for conducting seminars; also contributed 2 articles to FGI's monthly Journal. Savli Industrial Association & Thermax Ltd: Operationalising Shramik Bandu (Worker Fascilitation Centre, Savli) and continuing its efforts in facilitating entitlements of informal workers. Confederation of Indian Industries: Training on orientation to Entitlement Facilitation. Godrej Ltd.: Supporting the functioning of three Entitlement Facilitation Centers at Godrej sites and conducting Volunteer training.
2,	Principal Labour Secretary (Gujarat)	Submitted a proposal to Principal Labour Secretary (Gujarat) for unlocking Building and Other Construction Workers funds through a Public Private Partnership model.
3.	Academic Institutions	IIM-Ahmedabad: Contributed to Vikalpa Colloquium (SAGE Publication) - that documents voices from the industry, civil society, informal workers and academicians; compiled a list of best practices across industries that promote better labour standards. Chandigarh Region Innovation & Knowledge Cluster (Punjab University): Conducted a webinar on Business & Human Rights.
4.	International Organisations	World Bank: Two Capacity Building training for project management units of World Bank supported projects were conducted on ESS2 labour management practices. United Nations: Contributed to UNDP Survey on informal labour rights in India.

LABOUR RIGHTS PAGE 17

The Social Compact initiative has made recommendations for companies covering over 250,000 vulnerable workers and has triggered systemic impact for 53,000+ amongst them. Some of the policy breakthroughs anchored by CSJ are enabling a 90-day self-attestation certificate for BOCW beneficiary registration through engagement with The Ministry of Labour and the efforts to make the Telecentre Entrepreneur Course materials (TEC) & exam available in regional languages for the actualisation of the village-level entrepreneurship scheme.

The following table shows the number of entitlements and registrations facilitated:

Sr. No.	Identity-related registrations	SC	ST	ОВС	General	Total
1.	Labour identity-related registrations/ entitlements	168	35	234	889	1,326
2.	Citizen identity-related documents	253	105	31	265	654
3.	Social security-related entitlements	447	37	686	665	1,835
4.	Total	868	177	951	1,819	3,755



LAW AND GOVERNANCE

CSJ's philosophy of using the law for social change is not limited to providing legal services inside and outside the courtroom. It includes creating an eco-system of empowerment whereby communities and individuals feel strengthened to intervene with the help of pre-existing legal mechanisms. The top-down approach of governance has weakened processes at the village level defeating the entire purpose of strengthened local-self governance and the powers and functions of the Gram Sabhas as envisioned by the Constitution. CSJ, through its experience of working on the Panchayati Raj System at the grassroots, has developed a unique- rights-based model of local self-governance - the Integrated Model of Governance.

Integrated Model of Governance:

The aim of the Integrated model of governance is to strengthen local self-governance institutions in Schedule V regions and innovate an actionable framework through which current laws that deal with natural resource governance interplay and benefit the community. The overall objective is to create livelihood opportunities and conservation of traditional knowledge, management of forest and community resources, and cultural heritage of Adivasis in Schedule V regions through implementing these laws. These laws include the Forest Rights Act, 2006, The Panchayats (Extension to Scheduled Areas) Act, 1996, the Biological Diversity Act, 2002 and the Compensatory Afforestation Fund Act, 2016.

Villages Covered	Resolutions passed under PESA Act, 1996	CFRR claims filed
15 villages in Dang, Gujarat (field presence) & 8 villages in Kanker, Chhattisgarh	Dang : Javtala, Neempada, Kutarnachya, Kamad, Nani Jhaddar, Nirgudmal, Garmaal, & Vavnda	Kanker: Duggapalli – 296 hectares (title received), Kaudokhasgaon - 402 hectares, Bulawand – 762 hectares, Kamta –502 hectares, &Sureli – 801 hectares

Significant Achievements:

- Resolutions regarding levelling of land, connection of water pipelines and concrete roads passed in 4 villages.
- Resolution of a concrete road was sanctioned, and the construction was completed in Garmal village.
- Resolution of road construction in Nirgudmal village was sanctioned by the Authorities.
- 62 Individual Forest Rights Claims from 4 villages were approved by the District Level Committee in Dang.
- Statutory village-level committees under PESA were established in 15 villages

LAW AND GOVERNANCE

Engagement with Stakeholders:

a. Civil Society Organisations

In partnership with the Working Women's Group of Land Ownership (WGWLO) and the Foundation for Ecological Society (FES) a three-phase training was conducted on the Integrated Model of Governance for 15 paralegals. As part of this program, 150 claims of Community Forest Rights were submitted in 9 districts of Gujarat.

b. Government Departments

- 1) Enquired about the village-level committees established under PESA to Taluka Development Officer and at the District Level through Right to Information (RTI) applications and physical follow-ups. Due to continuous follow-up by our paralegal, an agenda of establishing committees under the PESA Act was added to the Gram Sabhas.
- 2) In practice, we found that the bank account of the villages for the transfer of funds from the forest department required the signature of the *talathi* (the Secretary of the Panchayat). Thus we filed an RTI application to investigate whether this was prescribed under any notification or law. In response to the RTI application, we found that it was just a practice and not mandated by any law. Through our intervention, we were successful in removing the condition of the signature of the Talathi for transfers in the bank account of the village.



LAW AND GOVERNANCE

Trainings on Integrated Model of Governance:

Sr. No	Activity	Themes Covered
1.	Farmers' Rights Lecture Series	Five day online lecture series aimed to bring forth a holistic approach towards farmers rights. Legislations such as the Seeds Act Protection of Plant Varieties and Farmers' Rights Act etc and The Consumer protection Act were also covered.
2.	Women's Land Rights Lecture Series	In a lecture series organised by the Working Group on Women's Land Ownership (WGWLO), we conducted a session on women's land and resource rights and the Integrated Model to strengthen self-governance in Schedule V areas.
3.	National Consultation on Local Self-governance in Schedule V areas	Deliberated on best practices of various organisations in the realm of implementation of the Panchayats (Extension to Scheduled Areas) Act, 1996. Also discussed the integrated model of governance based on the experiences of other organisations from the six states (Odisha, Chhattisgarh, Madhya Pradesh, Gujarat, Maharashtra and Rajasthan).
4.	Panchayat Member Training on natural resource management and integrated model of governance	A training was organised for the Panchayat members of 14 villages of Dang district on PESA, Biodiversity Act, Forest Rights Act, Compensatory Afforestation Fund Act and the integrated model of governance.



A monetary impact of around INR 3,91,29,180 was generated in our field areas in the last financial year.

Rajula, Amreli, Gujarat

We were successful in securing an order from the Gujarat High Court in 2017 (18/08/2017), to deploy 7 medical Boat ambulances to operate across 1600 km of coastal areas of Gujarat. To date, 5 years since the order, only 2 boat ambulances have been deployed, one in Porbandar and another one in Okha. Recently in March 2022, a boat ambulance was deployed at Jaffrabad, after continuous efforts from our lawyers and paralegals for the past 5 years. While the monetary impact of the availability of this emergency medical service for the lives of the fisherfolks cannot be quantified, the boat cost around Rupees, 35,71,428.

Sr. No.	Interventions	No. of Claims/People benefited	Public Money Generated/ Expected *
1	Compensation under the victim compensation scheme (Rape victims/POCSO)	10	32,01,500
2	Compensation provided under SC/ST Prevention of Atrocities Act, 1989	13	18,00,000
3	Accident Compensation/ Compensation under the Motor Vehicle Act 1988	7	18,25,000
4	Benefits received under various social security schemes	2,877	2,75,72,980
5	Maintenance received under various family laws, Domestic Violence Act, S. 125 CrPC, and penalty under the Dowry prohibition Act	53	45,29,700
6	Compensation for Covid Death	4	2,00,000
	Total	2,964	3,91,29,180

^{*} The figure is non-exhaustive and therefore merely illustrative of our actual impact.

Gender Justice PAGE 22

As an organisation that aims to achieve social justice for all, women are one of the most important marginalised groups CSJ works with. CSJ functions within the socio-legal framework, which enables us to better understand and address the disadvantages that inform a woman's experience in accessing justice.

We conducted a 5-day workshop on mooting for the students of Shri NS Patel Law College, Modasa. Through the moot problem on the Prevention of Children from Sexual Offences Act, we explored the concepts of consent, boundaries and unconscious bias. We also conducted two, 2-days workshops on men and masculinity by Haritha Sarma. This was a two-day workshop for those people in the organisation who identified as men. The workshop was aimed at facilitating reflections on the masculine undertones that play out in men's behaviours at the workplace and in their personal lives. The groups came up with certain action points they would like to reflect on to move from patriarchal masculinity to transformative masculinity.

With respect to The Sexual Harassment of Women at Workplace (Prevention, prohibition, and Redressal) (POSH) ACT, 2013, CSJ provides services with respect to its compliance requirements and also provides training sessions for the management staff as well as for employees. Apart from conducting POSH training, CSJ members are external members (under (Section 4(2)(c)) of the POSH Act) of Internal Complaints Committees of various organisations and companies namely-

- Gujarat National Law University, Gandhinagar
- Gujarat Maritime University, Gandhinagar
- Utthaan, Ahmedabad
- Anandi, Ahmedabad
- Saath, Ahmedabad



PUBLICATIONS PAGE 23

Thematic	Details of publication				
Access to Justice	a. The India Justice Report (Partner & Co-author) (<u>Here</u>)				
Students of Marginalised Communities	a. Exclusionary Practices: Systemic Hindrances In Obtaining A Certificate Of Legal Practice In India (April, 2022) Part 1 (Here), Part 2 (Here), Part 3 (Here)				
Women and Child rights	a. No Clarity on Abortion Under POCSO Act Further Traumatises Victims (17 feb, 2023) (Here)				
Rights of Labourers	 a. Published 5 papers in The Vikalpa (Volume 47, Issue 2, April-June 2022, Pages 119-190 - Indian Institute of Management, Ahmedabad) (Here) 1. Nine Reasons Why Businesses Should Invest in the Rule of Law 2. Workers Facilitation Centres: An Opportunity for CSO-Industry Collaborations to Ensure Social Security of Informal Workers 3. Social Compact: Co-creating Socially Responsible Businesses the Indian Way 4. Transitioning in Vacuum: Ambiguities in Labour Registration in Light of the Recent Labour Law Reforms 5. Workers Facilitation Centres: An Opportunity for CSO-Industry Collaborations to Ensure Social Security of Informal Workers b. Schemes Are Just Plastic Cards If They Don't Translate Into Benefits (Here). c. Are eShram & eNirman Schemes Helping Unorganized Workers? (Here). d. How To Move Beyond Tokenistic Schemes And Ensure Security? (Here). 				



THE LEAFLET

CONSTITUTION FIRST

NEWS CLICK





Slab of Staff Remuneration per	Male staff		Female staff		Total Full Time/Part Time Staff		Total		
month (in Rs.)	Part Time	Full Time	Total	Part Time	Full Time	Total	Part Time	Full Time	Staff
Upto 5,000			0	2		2	2		2
5,001-10,000	2	21	23	2	16	18	4	37	41
10,001-25,000		19	19	3	13	16	3	32	35
25,001-50,000		15	15	2	16	18	2	31	33
50,001- 100,000		4	4	1		1	1	4	5
100,000 >			0		1	1		1	1
Total	2	59	61	10	46	56	12	105	117

Social Group	Male Staff	Female Staff	Total Staff
General	16	25	41
Religious Minorities	5	3	8
OBCs	11	13	24
SC	11	8	19
ST	18	7	25
Total	61	56	117

During the year 2022-23, two meetings were organized of the IDEAL Board of Trustees and two meetings of its Finance and Monitoring Committee. Along with it, the following legal compliances were fulfilled: -

- 1. Statutory Audits were completed on time and all queries were answered to the satisfaction of the Auditors;
- 2. Income Tax and FCRA Returns for the previous Financial Year were filed on time.
- 3. Income Tax (TDS) and Professional Tax were deducted, as per rules, and deposited with the respective authorities;
- **4.** Staff Mediclaim and Personal Accident Insurance Policies were renewed and updated from time to time, as required;
- 5. No POSH complaint was filed during this period.



BOARD MEMBERS PAGE NO 26



Mr. Gagan Sethi Vice Chairperson



Ms. Nupur Sinha Managing Trustee



Mr. Vijay Parmar Trustee



Mr. Arjun Kapoor Trustee



Dr.(Ms.) Syeda Hameed Trustee



Ms. Maja Daruwala Trustee



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We would like to extend a very warm Thank you to all our donors for supporting us in our fight for justice.

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