



crea

**Creating Feminist Networks for Social Change,
Strengthening Civil Society Organizations and Empowering Women**

Combined Annual Report
2009-2012

0. Introduction

CREA envisions a just world, free of poverty, violence, discrimination, and inequality, where the human rights of all people—especially women, young people, and sexual minorities—are realized. Based in New Delhi, CREA promotes and advances women's human rights and the sexual rights of all people by strengthening feminist leadership, organisations and movements; influencing global and national advocacy; creating information, knowledge and scholarship and; changing public attitudes and practices.

CREA bases its work in the global South, with a focus on South and Central Asia and East Africa. CREA conducted its global programs in India, Kenya, Turkey, Kazakhstan, Uganda and at the United Nations Human Rights Council (UNHRC). Women were direct beneficiaries of CREA's leadership programs, coming from countries within Central Asia, South Asia, East Africa, and the Americas, where they serve thousands of people, mostly women, in the global South through development, health and human rights work.

CREA partnered with organizations in the Americas, Europe, Africa, South and Central Asia, and the Middle East/North Africa. During the course of implementing our programmes, and by reflecting on our achievements, our beliefs have been reaffirmed in the importance of women's leadership development, South-South partnerships, inclusion of marginalized people, and working at the intersections of issues. We have seen first-hand – and external evaluators of our programs have recorded – the impact that women's leadership building can have on individuals, organizations, communities and social movements, nationally and internationally. By enabling marginalized women around the global South to articulate, demand and access their human rights, and to lead others to do the same, we have contributed to making women's human rights a reality from the grassroots to the global sphere.

1.0 Context

The following contextual changes have influenced the implementation of CREA's project activities:

1.1 Position/Policy of the Government

a. At the global level, increased political instability, conflict, economic, food and health crises, and structural 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. It has become incumbent on all NGOs to address these issues within all their programs. At the same time, there has been a strengthening of women's movements in many countries across the global South. These movements increasingly understand the connections between issues of development, gender and rights and have therefore been able to increase the abilities of NGOs to participate in confronting violence against women, the spread of HIV/AIDS, economic empowerment and poverty alleviation.

b. At the United Nations Human Rights Council (UNHRC), civil society has played a significant role in getting a resolution tabled and passed on sexual orientation and gender identity. 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.

The UN SOGI resolution directed the Office of the High Commissioner of Human Rights

(OHCHR) to prepare a report on violence and discrimination on the basis of SOGI and also called for a panel discussion to be held at the HRC in March 2012 to discuss the findings of the report and to consider appropriate follow-up. CREA has closely followed the process and provided inputs/ relevant information to be included in the report. CREA gave inputs based on its recent Count me In (CMI) study on violence against lesbians, disabled women and sex workers in South Asia. The OHCHR has sent a thank you note to CREA in acknowledgement of its support.

On September 28th, the UNHRC adopted a resolution reaffirming the importance of addressing maternal mortality and morbidity, and calling for direct action to save mothers' lives. The resolution calls for the development of practical guidance, through an expert workshop, to assist States, the United Nations system and all stakeholders in applying human-rights based frameworks to programmes and policies aimed at preventing maternal death and disability. The SRI has been a leader in pushing for this issue as well as the passing of this resolution and CREA has been involved at every stage.

c. In South Asia, democratic spaces have been shrinking. Despite this, civil society groups have organized themselves in large numbers to voice their concerns about violence against women and marginalized groups, and to protest against undemocratic ways of governance in some countries. New laws and policies on violence against women, legal victories like the reading down of Section 377 in India, which decriminalized consensual sex between same-sex adults in India, and drafting of a new Constitution in Nepal have influenced the work of NGOs in the region. However, in Sri Lanka, despite the end of civil war, freedom of speech and community

organizing have been curtailed to a large extent. In the North West Frontier Province of Pakistan, women's rights continue to be violated. For example, schools for girls face closure from the Taliban.

d. In Central Asia, East Africa and in the Middle East, South-South collaborations are building the 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, Uzbekistan's government instructed health workers to surgically sterilize women as part of a campaign to reduce the birth rate of the country. In Uganda, civil society groups are fighting to stop a law criminalizing homosexuality from being passed by the Parliament.

1.2 Area and Sector

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

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

b. Limited models and approaches to sexuality, reproductive health, and VAW: The majority of civil society interventions in the global South still focus on violence against heterosexual women 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 independent agents.

There has been a growing hostility to several dimensions of the SRHR agenda throughout the Asia-Pacific region and at the international policy making arena and reduced the political and financial commitment to the issue. There has been a tendency among some to attempt to refocus attention on family planning at the expense of a more comprehensive SRHR agenda negotiated and agreed upon by intergovernmental consensus in Cairo, to claim that the ICPD 'diffused' the population agenda and that such issues as gender equity and women's rights belong elsewhere has created renewed challenges for SRHR activists and advocates to clarify once more their vision and objectives, and to articulate the required laws, policies and programs.

Holding the hard won terrain of sexual and reproductive Health and rights and advancing this agenda is all the more crucial in the context of the upcoming activities centered on ICPD+20 review. But ICPD +20 is not happening I happening in isolation. It is happening in the context of two other and equally important and related processes - those for Rio+20 and for MDGs+10. Whether population control will resurface among the priorities of key environmental groups and whether SRHR will once more drop off the MDGs table are very real concerns

c. Heightened security concerns curtailing democratic rights: As security concerns escalate globally, there is an increase in curtailing of civil and political rights, especially of personal mobility, and freedom of speech and gathering. Many countries in Africa, Asia, and the Middle East are in the throes of dramatic change. Political upheaval has influenced the status of women across countries and regions:

In Egypt, the revolution in Tahrir Square has led to dramatic changes in the political lives of Egyptian people. Current political instability points towards a possible military rule. As a noted activist quotes, "Egypt has completely left the realm of the Arab Spring and entered the realm of military dictatorship".

There has been severe set backs for the women's rights agenda – with women being subjected to virginity tests right after the revolution. Islamist parties in power pose serious threats to women's equality in education, marriage etc. There is minimal representation of women in politics with the number of women in parliament reducing from 68 in 2010 to 5 in 2012. Women's quota in Parliament has been abolished.

Sudan- Despite active participation in peace building processes, women have been implicitly and explicitly excluded in the formal peace process. Sudanese women however, continue to engage in informal peace processes led by civil society groups. Despite active participation in peace building processes, women have been implicitly and explicitly excluded in the formal peace process. There is a Constitutional agreement in South Sudan to have a minimum of 25% female representation in government. However, this quota remains unfilled.

There has been political instability in **Nepal** since it declared itself a Federal Democratic Republic in June 2008 and despite the Constituent Assembly's term was extended four times since 2008 but could not succeed in drafting the new Constitution because of the political turmoil.

Women's peace and security in Nepal has been compromised because of several armed

conflicts in the country (on caste lines and political affiliation) and their participation within political parties in Nepal is very low at all levels. However, women's political participation in the democratic movement has been quite high.

d. 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 marginalized people, and addressing issues of gender, human rights and sexuality as interconnected, not isolated.

e. Global South actors are being recognized: There is increasing recognition of global South actors within international forums and social movements. Donors are realizing the value of supporting global South organizations, working at both national and international levels, thereby helping to build South-South partnerships.

1.3 Risks Encountered

Due to CREA's work on issues of preventing violence against women, increasing participation of marginalized women in public and policy arenas, and advancing sexual and reproductive freedoms, it faces risks that need to be constantly evaluated and addressed. These include:

a. Potential backlash from local governments: CREA works all over the world in a variety of different contexts. CREA is well aware of the practical challenges it faces in working in and around sensitive and, sometimes, socially taboo topics such as sexuality, gender and human rights. CREA recognizes that the governments, women's rights organizations and communities in which it works will usually be wary of, or even completely opposed to, building women's leadership capacity to combat violence against women. In order to prevent negative responses to its work, CREA works with local partners that understand the social context and the local and state leadership. They help to legitimize CREA's work and ensure that the work is appropriate for the context. Thus far, CREA has been able to work with support from local and national governments, and being a global South organization has worked in its favor.

b. Risk to security of participants in CREA's programs: CREA is careful to encourage its Institute and training workshop participants to be careful and strategic as human rights advocates. CREA cautions them to consider their context when trying to implement what they have learned about gender, human rights, sexuality, violence against women, and other sensitive and politically volatile subjects. CREA also advises them to approach and involve community leaders from the outset, if possible.

CREA often introduces ideas of sexuality and rights indirectly, through making connections with other aspects of people's lives, for instance, by discussing ideas of bodily integrity, freedom of choice, and the power of laws, religion and the nation state over women's lives.

c. Decreased funding for women's rights and movement building work: Women's organizations have been hit by a progressive de-funding of women's rights and movement-building work. CREA continues to advocate and show the reasons why dedicated funding for women's rights is necessary. In addition, CREA is helping to build this case for support by engaging with several donors that support CREA to develop evaluation models that measure long-term attitudinal change towards women and other marginalized populations. There has also been an increasing trend of donors giving project grants rather than core funding. This limits an organization's ability to grow, to work flexibly and to respond creatively to pressing issues. CREA

is advocating with its current donors about the need for core support, as well as seeking out new funders who are interested in funding in these areas.

1.4 Power Relations

CREA's work is shaped by analyses of power relations in the contexts where it operates. For example, there is a lack of a vibrant women's movement in Central Asia and NGOs there are struggling to build their skills and capacities to work on advancing women's rights and to increase women's participation in government and policy processes. CREA's work in the region helps to build the social justice movement there as well as build the capacities of individual organizations.

In the past year, there has been an increase in dialogue between organizations belonging to different movements (for example, between the women's movement and LGBT movement), reflecting CREA's intersectional approach to movement building and capacity building.

Power relations between "traditional/conventional" women's rights groups/organizations and those that work with marginalized groups are also an issue. Groups that worked on VAW gave very little space to groups that worked with sex workers or LGBT. There used to be very little/no interaction between these groups. Our intersectional approach has made this interaction possible so that there are now different kinds of organizations attending the same trainings and meetings. There is some dialogue beginning between the two groups.

2. Objectives: (2009- 2012)

2.1 Level of Achievement of Objectives

The following achievements were made against CREA's global program Objectives, as articulated in its Strategic Plan (2009-2012):

Objective 1: Women, young people, and sexual minorities are able to better articulate, demand, and access their rights.

- Young people and sexual minorities have been a big part of CREA's trainings. This is a departure from what used to happen in Central Asia, where only seasoned women's rights activists (working traditionally on VAW) attended all trainings and meetings. Also different groups did not share the same space or meeting table.

Objective 2: Marginalized groups are able to participate in, influence, and impact social justice processes.

- CREA's contribution has been to shift the thinking amongst social justice movements to improve inclusion of marginalized groups in processes such as 16-day of activism against VAW and Universal Periodic Review reporting to the UN Human Rights Council.

Objective 3: The advancement of a more complex and nuanced understanding of gender, sexuality, and rights and their interconnections.

- Women's rights groups in the global South have begun including LGBT issues in their work. They have also begun understanding gender as a social construction where

gender roles are ascribed by society and played out rather than simple man/woman.

Objective 4: The creation of a social and policy environment that advances women’s rights and the sexual rights of all people.

- The UN Human Rights Council (HRC) passed a resolution on human rights violations based on sexual orientation and gender identity (SOGI) on 17 June 2011. This UN resolution affirms the universality of human rights and notes concern about acts of violence and discrimination based on SOGI. CREA has been actively involved in lobbying States to support the resolution proposed by South Africa. CREA was also part of the cohort of LGBT rights activists from all over the world that advocated with States and NGOs to make this happen.

The SOGI resolution and the and the maternal mortality resolution has led to the council officially recognising that marginalisations based on sexuality and gender are a human rights issue thus making it possible for civil society and human rights groups to hold states accountable to fulfil their obligations under international human rights law

2.2 CREA’s program activities were reorganized under five Strategic Initiatives (mentioned in sections 2 and 6). As a result, there has been some change in categorization of CREA’s objectives, activities and outputs (explained in Sections 3, 4 and 5 below).

3. Activities

This section describes all the activities in CREA’s global programs that were undertaken, organized by the following Strategic Initiatives:

- I. Strengthening Feminist Leadership, Organizations and Movements
- II. Influencing Global and National Advocacy
- III. Creating Information, Knowledge and Scholarship
- IV. Changing Public Attitudes and Discourses

Also included is CREA’s regional Special Project:

- V. Addressing Exclusion – Count Me In! Addressing Violence Against Women in South and Central Asia

A description of outputs and outcomes for each of these Strategic Initiatives is contained in the next section.

Strategic Initiative	Activities (2009 –2012)
I. Strengthening Feminist Leadership, Organizations and Movements	1) The Feminist Leadership and Movement Building Institute 2) The Global Sexuality, Gender and Rights Institute 3) Building Grassroots Women's Leadership in Central Asia 4) Online Institute on Disability, Sexuality and Rights

II. Influencing Global and National Advocacy	1) Reframing Sexuality at the Human Rights Council
III. Creating Information, Knowledge and Scholarship	1) Building Alliances for Global Organizing on Women's Human Rights: The Global Dialogues – Publications 2) Building Social Justice Leadership- Publications
IV. Changing Public Attitudes and Discourses	1) Advocating for Women's Human Rights and Sexual Rights for All – Presentations, Film shows
V. Addressing Exclusion – <i>Count Me In! Addressing Violence Against Women in South and Central Asia</i>	1) Count Me In: Learn About Me 2) Count Me In: Work for Me 3) Count Me In: Campaign For Me 4) Count Me In: South Asia Conference

I. Strengthening Feminist Leadership, Organizations and Movements

(1) The Feminist Leadership and Movement Building Institute (FLaMBI)

The Feminist Leadership and Movement Building Institute of CREA is a week-long course designed to strengthen feminist leadership, strategies and collective power for social transformation in East Africa. FLaMBI began with a conceptual framework of how we understand feminism, feminist leadership and principles. It linked these concepts to women's rights and feminist organizations practising leadership models and doing (or not) movement building work. It drew on experiences from Africa, Latin America and globally on the power of movements and effective movement building work.

Between 2009-2012, two FLaMBIs were organized:

The second Institute, from 10–15 April 2010 which took place in Kampala, Uganda was convened by CREA and Uganda-based Akina Mama wa Afrika (AMwA). The Institute was attended by 22 participants from 6 countries in the region (Kenya, Uganda, Tanzania, Ethiopia, Sudan and Somaliland).

The 2011 FLaMBI was organized in partnership with Kenya-based Young Women's Leadership Institute (YWLI) and GROOTS Kenya. 26 women activists from five countries in East and South Africa and India participated at this Institute. Participants came from organisations with diverse work backgrounds – including young women's organizing, sexual and reproductive health and rights (SRHR), LGBT (lesbian, gay, bisexual, transgender) rights, sex work, HIV/AIDS, micro credit, conflict resolution, art for social change, violence against women and journalism. More than 70% of participants were under 35 years of age.

The announcement for the Institutes was widely distributed on list serves, such as the Association for Women's Rights in Development (AWID) Resource Net. The course focused on the conceptual understanding of feminist leadership and movement building. The content included reflection on the political landscape regionally and in Africa, as well as consideration of past organizing strategies for women's rights in Africa, using a trans- movement building approach as well as the challenges that African women face in today's world.

Along with Srilatha Batliwala activist, researcher and a Scholar Associate at AWID as core faculty, prominent feminist activists from the region taught at the Institute like Solome Nakaweesi-Kimbugwe and Sylvia Tamale from Uganda, Daisy Flores from Honduras, Zaynab El Sawi and Fahima Hashim from Sudan. The Institute invited the visiting faculty members from East and South Africa and the Middle East to share key insights from the movements they belong to, and through real experiences, link back to frameworks and concepts of feminist leadership and movement building.

Post-Institute evaluation forms revealed that 100% of participants felt that the Institute enhanced and/or challenged their knowledge on feminism and social movements. For example, people gained more knowledge about how to start a movement, how to use strategic entry points to other movements, and the importance of political context in movement building. Participants and faculty members also expressed that the Institute gives people practical applicable tools about how to bring about social change. It's often overwhelming to think about changing the world, and this Institute helps participants by answering the questions – how, why, when – and points participants in a direction.

Through multiple tools for measuring the effectiveness of the Institutes (pre- and post- Institute questionnaires, in-depth interviews and video interviews) the following were found to be the strongest aspects of the Institutes:

- The African context of the Institute, mainly interaction with feminists from Africa, and the struggles and challenges of the LBT movement in Africa
- Information on feminism and patriarchy
- Preparedness of the facilitators

In addition, alumni of the Institute joined with other young feminist activists to establish an initiative in Kenya called *Waremba Ni Yes!* The group is mobilizing the power of young women to determine their future, by understanding their increased rights in the new Constitution of Kenya, and voting.

Alumni of the Institute also worked together across countries. During the voting in January 2011, for a united Sudan or for separation of South Sudan to become a separate country, Regina Kapa, a graduate from the Institute, was selected to work with a team in setting a plan of mobilization of southern Sudanese people, with emphasis on women, towards the success of this referendum. Regina Kapa was also part of the Southern Sudan Referendum Commission to finalize the results of the referendum.

An example of session at FLaMBI, 2011:

For most participants, this was the first opportunity to interact with women from other African countries and from different work backgrounds. The Institute provided them with a platform for exchanging ideas and learning from each other. Participants also compared each other's contexts and became more aware of situations in countries others than theirs' and this deepened their analysis. For example, there were some very good discussions in class and during feedback sessions on how while some things are taken for granted and/or analyzed in countries like Kenya, there is not even a basic platform to carry out that work in Sudan. For example, a participant from Kenya spoke about how in her work in a HIV clinic, there is so much pressure to bring HIV positive people to events and make them speak only about how they are "living positively", as if they themselves can not have any analysis of how, for example, drug

companies are limiting their access to medicines. While we were having this discussion, the Sudanese women simply said that its amazing that this kind of discussion can even happen. In Sudan, the government's statement is that there is no AIDS in Sudan, and activists can even get arrested if they organize an awareness building workshop on AIDS.

Most Kenyan participants were very enthused about restarting the campaign and doing something concrete for the 2012 Kenyan elections. Happy and Mumbi (FLaMBI alumni) who presented the Waremboni Yes campaign explicitly said that they had got the platform from FLMBI and that's how they mobilized and became a national campaign. Keeping this discussion in mind, a group exercise was organized asking participants to come up with strategies that would enable the transitioning of the Waremboni Yes campaign into a movement. The group brought to the table exceedingly appropriate strategies that would build this movement – this included a comprehensive list of allies and other social movements they would need to collaborate with. The group also made concrete plans on how to implement these strategies and build on the commitment of the Kenyan participants of FlaMBI 2011 to enhance the political participation of women in Kenya, especially for the upcoming elections in 2012.

You can watch our YouTube video about the Institute here:

<http://www.youtube.com/watch?v=Ne1tSEo2BqM>

(2) The Global Sexuality, Gender and Rights Institute: Exploring Theory and Practice

CREA's Global Sexuality, Gender and Rights Institute (SGRI) has been held annually since 2007; to date the Institute has reached more than 100 organizations represented by 125 participants from 30 countries. The Sexuality, Gender and Rights Institute is a 10 day residential program that develops participants' conceptual understanding of the intersecting issues of sexuality, gender, human rights and development; strengthens skills to critically examine how interventions affirm or violate rights, especially of women, young people, and sexual minorities; and creates a cohort of practitioners who will incorporate concepts from these inter-related fields into their work in development, health and rights. During the course of the project (April 2009 to March 2012) three Global Sexuality, Gender and Rights Institute were conducted in Istanbul, Turkey:

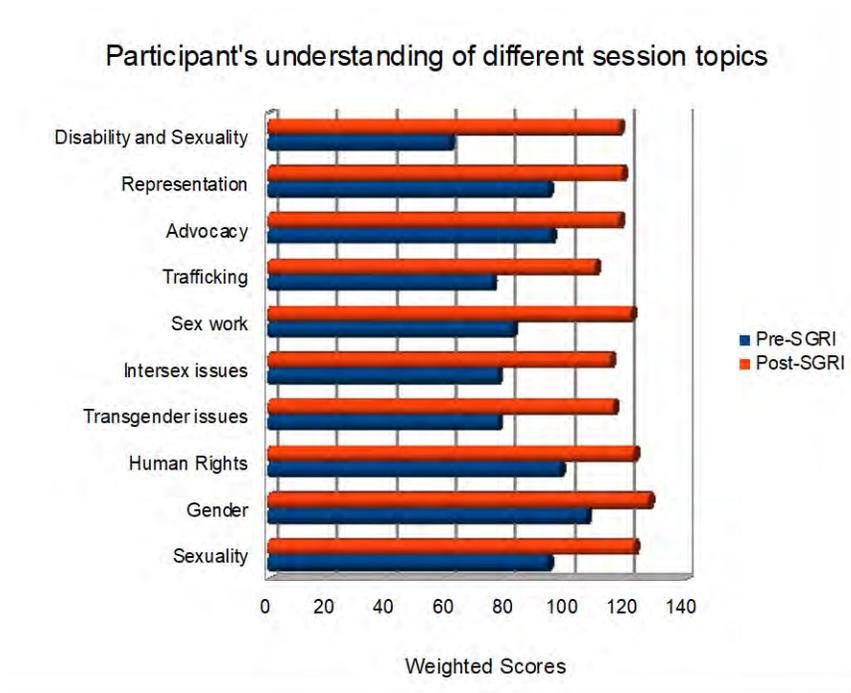
- The third Institute was conducted from 13-20 June 2009. 32 participants attended the course.
- The fourth Institute was conducted from 12-19 June 2010 and 32 participants from 20 countries attended the course.
- The fifth Institute was conducted from 18-26 June 2011. 29 participants from 13 countries attended the Institute.

The announcements were widely distributed on list serves such as the Association for Women's Rights in Development (AWID) Resource Net. The course focused on the study of sexuality and its explorations and manifestations in related fields. Grounding theory in practice, the Institute identified how human rights can be used to ensure justice and equality in the context of sexual and reproductive health, especially for women and adolescents. The Institute used different pedagogical methods including lectures, readings, participatory exercises, group work, case studies, simulation exercises, and films. These processes involved discussion of theory, reflection on practice, and evaluation of government and NGO policy. The Sexuality, Gender and Rights Institute is taught by a faculty of 9-11 (depending on their availability) individuals who are academics and activists from all across the world, but with a specific emphasis on those

from the global South.

The Institute was found to be useful by the participants because it gave an opportunity for learning new concepts, and clarifying old ones; linking sexuality with their area of work; meeting other participants and learning about their contexts and understanding the theory behind what they already practice. Most participants said that many of the concepts taught at the Institute were new to them, Disability and sexuality featured as one course content that most participants engaged with for the first time. 55.17% of the participants said their understanding of the concept and theory of sexuality was affected “a lot” by the Institute. 65.52% participants reported understanding of human rights approach to work on sexuality issue “quite a bit” through the Institute.

Quite a few participants reported going back to their organizations and conducting sexuality training for their constituencies. A few participants reported re-strategizing some of their work on the standard of choice and consent. Participants also mentioned including LGBT rights and sex education in their ambit of work. Many are also planning to re-strategize their advocacy efforts to include marginalized groups, they have yet not engaged with. The graph below explains the shifts in understanding of participants brought about by the Institute.



CREA staff interviewed some participants at the Institute, as part of the Institute's Monitoring and Evaluation, to gauge the impact of the Institute. Copied below are two excerpts:

“I work on issues of human rights and sexuality and actually thought I knew what sexuality was until I actually started learning the concepts at this Institute. For me this course has really challenged my thinking around sexuality, challenged how I work on human rights issues, how I talk about issues of sexuality and link that with the work that I do. We are working on human rights on a broader level which is challenging the law campaigns that just talk about human rights for all but not really going into deeper aspects of what do we mean by human rights and

who deter- mines them...The course will also help me in restructuring the sexuality education module that we work on. The course had also helped me making the link between feminism and sexuality.”

– Patience Agnes Mandishona, Program Officer-Gender, Gays and Lesbians of Zimbabwe
“As a body of knowledge, the course has really made me pause and think, and will help enrich my interactions with the activists when I go back to my work...I think it is the danger of work that we do that we generalize everything. I had some general experience of some of the issues that have been covered but being exposed to people who are exposed to those fields has really made me interested to also go beyond and challenge [my own work] at a fundamental level ...At a deeper fundamental level, its kind of reminded to be more conscious and deliberate how we go about doing things.”

– Carolyn Shelver, Program Manager, One in Nine Campaign South Africa

Before the end of each Institute, CREA includes the current participants and new faculty onto the Institute e-list. This e-group includes all past participants and faculty members and builds a network of practitioners that can learn from and support each other. The aim of this e-group is for participants and faculty to interact, request and share information, identify resources for projects they are working on, send information about campaigns and request others to share, sign and forward. Participants use the forum substantively to share their project ideas in development and discuss program challenges they might be facing. The participants from the 2010 group are already engaging actively on the list serve by sharing their thoughts about how the Institute impacted them and providing links to new resources. Examples of activity within the e-group include:

- One participant from SGRI 2008 disseminated a film made by her on adult survivors of Child Sexual Abuse titled: Secret Survivors (www.secretsurvivors.org). She mailed copies of this film to many participants/faculty.
- Ahmed Awadalla, SGRI 2011 participant, a very active member on the list serve, shared a resource produced by Population Reference Bureau entitled Facts of Life: Youth Sexuality and Reproductive Health in the Middle East and North Africa. He also contributed to this report. Many of his articles have sparked interesting discussion on the list serve for e.g. he shared an article about the prospects of anti-FGM efforts in Egypt after the revolution. He also shared an interesting article on his blog (Rebel with a Cause) titled: When Women Are Undressed! (<http://rwac-egypt.blogspot.in/2011/12/when-women-are-undressed.html>).
- Resource persons also post resources, articles, conference announcements and information about new books, films, Human Rights Council etc. to the e-group as a way to continue to contribute to the participants' development. Recently, Jessica Horn, a SGRI 2010 participant, shared a book written by her titled 'Not As Simple As ABC: Christian Fundamentalisms and HIV and AIDS responses in Africa'.

Part of the challenge of Institutes like the SGRI is ensuring that participants incorporate their learning into their work, and contribute significantly to changing the ways in which social engagement operates.

In order to address this, participants at SGRI 2011 developed Action Plans: concrete steps that they now feel empowered to take within their home communities. Umra Omar from the Open Society Initiative for East Africa (OSIEA), for instance, pledged to both train staff at OSIEA on gender and sexual rights and also to actively solicit more grants in the gender and sexual rights field. Nawara Belal from Nazra for Feminist Studies and Health, Egypt plans to highlight the importance of sexual pleasure in a sexuality program that she is launching, the first ever to be

held in Egypt. While a host of plans are in the making, participants are also aware of the challenges they face as they engage in this work in their respective countries. As Nawara explained:

“I think when I get back things will not be easy in any way. At Nazra, we are having first sexuality program in Egypt, and whole arrangement for the program has been basic for 2 reasons: one that we are under military ruling and we can be threatened by anyone, and two that our society is very conservative which makes things difficult for us to communicate and publicly announce our work. There is also the fact that sexuality as a matter in Egypt is very hard to tackle. You can be condemned for anything. It's very hard but the course has given me information, and I can mold the information according to my context.”

– Nawara Belal, Nazra for Feminist Studies and Health, Egypt

(3) Building Grassroots Women's Leadership in Central Asia

This program aims to build the capacities of Central Asian organizations on feminist leadership, movement building, sexuality, gender, rights, violence against women; to foster regional networking; and to conduct strategic convenings between Indian and Central Asian activists and organizations. The following activities were undertaken:

a) Voices of Central Asia: Capacity building of 11 organizations in Kazakhstan and Kyrgyzstan
CREA has established a network of 11 organizations in Kazakhstan and Kyrgyzstan (Voices of Central Asia) to build their capacities to work on issues related to sexuality, gender, human rights, violence against women, feminist leadership, movement building and organizational development. CREA conducted an orientation meeting from 28–30 September 2009 in Almaty, Kazakhstan for participant organizations.

b) Training on Violence Against Women

CREA conducted a training on violence against women for Central Asian activists and organizations in IssykKul, Kyrgyzstan, from 22–26 March, 2010. The aim of the training was to enhance participants' understanding on violence against women, including marginalized women (lesbian and trans women and sex workers). The 31 participants represented 28 organizations from Kyrgyzstan, Kazakhstan and Tajikistan including members of Voices of Central Asia.

c) Sexuality, Gender and Rights Training and Human Rights Advocacy Training

The Sexuality, Gender and Rights training took place from 24 – 26 November 2010 and the Human Rights Advocacy training was conducted on 27 November 2010. Both trainings were conducted in Almaty, Kazakhstan. Both trainings were attended by 15 participants representing 10 partner organizations from Kazakhstan and Kyrgyzstan.

d) The Basic Training on Sexuality

The central approach of the training was the sharing of experiences between the participants and drawing intersectional links and parallels between the individual, the community and various structures and systems of oppression.

e) The Basic training on Human Rights and International Instruments of Human Rights Protection

The training focused on understanding the United Nations Human Rights Council and some of its mechanism such as the Universal Periodic Review (UPR) to report on human rights violations.

f) India and Nepal Exchange Program

CREA conducted an exchange program to India for its Central Asian partners in April 2011. Participants travelled to India to meet with and learn from organizations in India that are working on violence against women and with marginalized groups (sex workers, lesbians, trans and disabled women). After the conclusion of the programme, several of the participants organised meetings and presentations within their organizations to pass on the knowledge they had gained.

(4) Online Institute on Disability, Sexuality and Rights

Disability has always been addressed in CREA's programs because of our dedication to the rights of marginalized people. Identifying this as an issue that is highly neglected, CREA decided to deepen and strengthen its work on disability as it relates to sexuality, gender and rights. CREA organised and facilitated an online training on disability, sexuality and gender from February to April 2010 with support from one of the few Association for Women's Rights and Development (AWID) Seed Grants 2009.

CREA held its second Disability, Sexuality and Rights Online Institute (DSROI) from 17 October to 17 December 2011. This online course is the only training available on this subject for activists and practitioners working on disability and sexuality, and as a result it is in high demand. Almost 200 applications were received from more than 50 different countries. Twenty-eight participants were selected from 18 countries, including countries that are typically under-represented (Barbados, Senegal, Bosnia & Herzegovina, Malawi, Liberia, Moldova and Sierra Leone); and they came from various fields of expertise – including lawyers, activists, program directors, psychologists and academics. Seventy per cent of the participants were women, and more than half were disabled. The online nature of this course made it possible for a large number of disabled people to attend the course. The nine week curriculum included topics like the theory and practice of disability; concepts related to gender, sex and sexuality; integration of disability, sexuality and rights; ways to improve sexual and reproductive health care for women with disabilities; representation of disability; and understanding disability, sexuality and rights in the developing world.

The pedagogy included power point presentations, reading assignments, individual activities, and group discussions. Reading materials were collected and developed especially for this course and distributed to all participants. The co-organisers and core faculty members identified themselves as disabled women who research disabled women's experiences in the global South and advocate for their human rights.

The Institute resulted in a shift in knowledge in the area of disability, sexuality and rights. In the post-Institute evaluation form, the DSROI participants indicated an average of 4.27 (on a scale of 5 (excellent) to 1 (poor)), for gain in new knowledge and information, and an average of 3.73 for gain in new skills that they can apply to their work related to disability and sexuality. One of the participants described the course to be immensely helpful in prompting her to think about often-ignored issues around disability. The course helped the participants to gain life experiences from different people about sexuality and disability and opened up new research areas for some. The course also resulted in the creation and successful use of a new platform (Internet) for people to come together and discuss disability, sexuality and rights.

In the words of one of the participants from Nigeria, who is the Executive Director of Enabling

Health Concepts, "This course has enhanced my understanding and sharpened my thoughts on disability, sexuality and rights as it concerns persons with disabilities. It has helped to link my clinical and public health understanding and professionalism with the fields of disability and rights."

II. Influencing Global and National Advocacy

(1) Reframing Sexual Rights at the Human Rights Council: The Global South Coalition for Sexual Rights

CREA is part of a global south coalition at the Human Rights Council (HRC) of the United Nations, comprised primarily of global south organizations (Action Canada for Population and Development, Canada; CREA, India; Egyptian Initiative for Personal Rights, Egypt; Mulabi – Espacio Latino Americano de Sexualidades y Derechos, Argentina and the Polish Federation for Women and Family Planning, Poland). Begun in 2005, its work has included soliciting submissions from global south sexual rights activists and making submissions through the Universal Periodic Review (UPR) mechanism, working with Special Rapporteurs to provide information on their mandates, working on resolutions, making oral interventions during HRC sessions, and working with states and other civil society organizations. The following activities were undertaken:

a) Advocacy training at the Human Rights Council, 18 – 24 September 2010, specifically with global South activists that work on SOGI issues; and

b) A High Level Side Event on SOGI, 17 September 2010. CREA's Global program Director, Sunita Kujur was a civil society speaker on the panel.

In addition, CREA conducted training of 10 global South human rights activists in September 2012. The trainings gave the participants an insight on issues related to sexual rights, Human Rights Council, sexual and gender entry points at the Council and focussed on future planning and follow up. This training was very well received, not only for its content but also for the process and selection of participants. The training provided the participants with new tools and strategies to continue their advocacy work. The training participants also attended the:

16th Session of the HRC, March 2011

A few of the training participants attended the 16th session of the HRC to continue with their advocacy work and use what they had learnt during the training. Participants were selected based on follow up email conversations with them regarding if and how much they were following what was happening between sessions, their engagement with other activists on e-lists and their availability.

Adrian Jjuuko, Manisha Dhakal, Debolina Dutta, Dawn Cavanaugh, and Judith Ngunjiri attended the March 2011 session of the HRC and worked in different ways with other LGBT activists working at the HRC to facilitate the introduction of a joint statement on SOGI (Sexual Orientation Gender Identity) issues in the next session. Adrian delivered a strong NGO statement during the Interactive Dialogue with the High Commissioner for Human Rights, stressing the challenges faced by LGBTI defenders in Uganda, and expressing support for the High Commissioner and her office in their work. Adrian's presence at the HRC (along with other LGBTI activists from Uganda) unsettled the Ugandan delegation. They tried to intimidate them in no uncertain terms, threatening them with dire consequences. Manisha was a speaker at a side event on ending

violence and criminal sanctions based on sexual orientation and gender identity. She met with the Nepalese delegation in Geneva with regards to the joint statement and followed it up on her return to Kathmandu, with meetings with the Ministry of Foreign Affairs and the Prime Minister's Office. In the end, Nepal signed the joint statement. Debolina also met with the Indian delegation in Geneva with regard to India's support to the joint statement. Despite all the efforts, India did not support the statement. Dawn met with the core group of states that were spearheading the joint statement. She has also been very vocal at the HRC on issues of leadership, visibility, voice, and decision-making in the civil society, LGBTI processes at the HRC, between the North and South. Judith worked with several activists back in Kenya, to encourage them to write to the concerned authorities to support the joint statement.

17th Session of the HRC, June 2011

Manisha, Adrian, and Debolina attended the 17th session of the HRC in June 2011. Although Dawn was scheduled to attend the session, she could not attend it due to some unavoidable circumstances. She, however, worked with other colleagues at the Coalition of African Lesbians to ensure that the South African government supports a progressive resolution on LGBT rights at the HRC. Nepal's UPR (Universal Periodic Review) report was considered during this session. Manisha had worked with the Sexual Rights Initiative on submitting a UPR report on LGBTI rights. In early January 2011, she was invited by the Prime Minister's Office in Kathmandu for consultation on Nepal's UPR reporting in January–February 2011 at the HRC. During the meeting, she raised issues related to citizenship/documents for transgender people, discrimination and termination at workplace, and the delay in implementation of the Supreme Court judgment on third gender. Manisha and her colleagues at the Blue Diamond Society also worked with Arc International to advocate with supportive states to raise questions and recommendations on LGBTI issues during Nepal's UPR. Ultimately, Nepal accepted all the recommendations on LGBTI issues. This session was another opportunity for Manisha to advocate for LGBTI rights with the Nepali delegation in Geneva. She also made an excellent oral statement. In addition, South Africa tabled its resolution on SOGI issues during this session. Dawn (and her colleagues) and other LGBTI activists from South Africa worked with other civil society groups in South Africa to ensure that the resolution was progressive and supported advancements made on LGBT rights. Adrian came to the June session with the Anti-homosexuality Bill being shelved in Uganda during the recent Parliamentary session. He worked with other African activists and civil society groups to ensure that South Africa's resolution supported LGBTI rights.

19th Session of the HRC, March 2012

CREA's Coordinator of Advocacy and Research Programs attended the 19th session of the HRC from 5 to 12 March 2012. On March 7, the HRC convened the first ever panel discussion on "human rights, sexual orientation and gender identity". CREA was part of the network of activists that consistently provided suggestions and recommendations to the Office of the High Commissioner for Human Rights (OHCHR) regarding the selection of panelists for this historic panel discussion. Activists from all over the world had gathered at the HRC during this session to carry out activism around this panel discussion. CREA was part of this network of activists that strategically booked all the slots available to NGOs for delivering statements and organized the delivery of 4 statements – 1 statement focusing on human rights violations faced by African LGBT rights activists, 1 on international human rights law relating to LGBT rights, 1 on human rights of transgender people, 1 general statement on human rights of LGBT people. CREA along with SRI partners Action Canada for Population and Development and Coalition of African Lesbians (CAL), drafted an oral statement that was delivered at the General Debate "Promotion

and Protection of all human rights, civil, political, economic, social and cultural rights, including the right to development” on March 9 by Fikile Vilakazi from CAL. This statement focused on violations of sexual rights faced by LGBT people. Because of the opposition from certain African countries to LGBT rights, it was strategically decided that Fikile would deliver the statement. Since some of the members of the SRI from CREA, ACPD and CAL were present at the HRC during this session, the members used this opportunity to hold several meetings to discuss and plan for SRI activities for the upcoming sessions of the HRC as well as some organizational matters. CREA had also submitted 2 joint stakeholder reports from India (on human rights violations faced by sex workers) and Sri Lanka (human rights violations faced by lesbians women) for the 13 session of the Universal Periodic Review that followed the 19th session of the HRC.

c) Meetings with UN Special Rapporteurs

Manisha Dhakal from Nepal was on a civil society panel when the Special Rapporteur on Human Rights Defenders (HRDs) visited her State. She specifically thanked CREA for the training that prepared her to speak at a panel on SOGI issues with a United Nations official:

“I've meet with UN special Rapporteur Margarete Sekkagya along with my other LGBT friends. We shared our issues with her and she assured us to talk our issues with our government. It is my great opportunity for me to meet with her. It is my continuation of my follow up work after training in Geneva. Again I would like to thank CREA as It enhance my capacity before meeting with UN special Rapporteur.”

Debolina Dutta from CREA, India, attended the civil society meeting when the Special Rapporteur on HRDs visited Delhi in January 2011.

d) Attending sessions of the Human Rights Council

Coalition members attended the 11th and 12th sessions of the Human Rights Council and organised side events to ensure inclusion of human rights language in the resolutions on Violence Against Women and Trafficking in Persons, especially as related to women and girls as well as on Maternal mortality.

e) Universal Periodic Review (UPR) Submissions

For every UPR cycle, the SRI makes at least 10 UPR submissions on issues relating to sexual rights from the different countries being reviewed. It specifically focuses on submissions from the under-represented Global South. In 2010 SRI did 19 submissions from Bolivia, Fiji, Gambia, Italy, Kazakhstan, Nicaragua, Slovenia, Guyana, Kenya, Kyrgyzstan, Lebanon, Espana, Malawi, Maldives, Mongolia etc. The submissions covered a range of issues including sex work, trafficking, disability and HIV/AIDS, reproductive rights, sexuality education, LGBT rights, sex education of young people, abortion etc. In 2011, 10 UPR reports were submitted from Paraguay, Nepal, Australia, Estonia, Trinidad and Tobago, Thailand, Ireland, Tajikistan, Ireland, Lithuania, and Venezuela. These submissions also covered similar issues like in 2010. Having worked with organizations in South Asia through its Count Me In program, CREA is well networked with South Asian organizations and did two UPR submissions from India and Sri Lanka. The India report was on human rights and sexual rights violations faced by sex workers due to criminalization of sex work. CREA has recently completed a research on violence faced by lesbians, sex workers and disabled women in South Asia, so the India submission was also based on the findings of the research that showed that sex workers face huge discrimination and violence on a daily basis primarily due to the criminal status of their occupation. It was a joint stakeholder submission with the two sex workers' collectives in India - Durbar Mahila Samanvay Committee (DMSC) and Veshya Anyay Mukti Parishad (VAMP), the Sexual Rights Initiative

coalition, TARSHI (Talking About Reproductive and Sexual Health Issues), and The Centre for Penology, Criminal Justice and Police Studies, Jindal Global Law School. The Sri Lanka report was on human rights violations faced by lesbian and transgender persons. This is a joint stakeholder submission by Women's Support Group, Equal Ground, CREA and Sexual Rights Initiative coalition.

f) Attending the Global LGBT Coordination Group Meeting, New York

Debolina Dutta from CREA represented CREA at the Global LGBT rights activists' coordination committee meeting and the UN General Assembly side event on homophobic bullying in schools. The coordination committee is a coalition of northern and southern lgbt activists anchored by Arc International. This committee has been formed to take political and concerted action to respond to State actions at the UN level. This group is supposed to work together with States to demand human rights for lgbt people.

In the meeting CREA gave feedback and inputs on the lgbt movement in South Asia based on its Count Me In conference and other work with lgbt activists in the region and provided a critical southern perspective to create more space for the participation of South Asian activists in the global movement.

The Terms of Reference for the functioning of the group was finalised. There was a lot of debate about the role of this group and almost all the participants, except big NGOs that worked at the UN level, shared that there is a need for more trainings for lgbt activists to train them to use the UN mechanism to be able to strengthen global advocacy with States.

The group also acknowledged the importance of an enhanced communication as there is an existing gap in communication between regional and international groups. All the participants shared their concern over how international advocacy efforts are seldom informed by regional/ local advocacy work and also hardly ever have any impact on real lives. It was concluded that advocacy efforts at the global level should be shaped and guided by what would have an impact at the local level and not merely to get the UN to act on an issue.

The other key points of discussion were:

- Leadership/Political Agenda of the group: The group discussed how overzealous western leadership efforts in shaping the political agenda for the global lgbt movement have been more harmful than useful for lgbt activists, especially in the African context. A lot of them receive death threats on a regular basis due to their increased visibility and alliance with the global movement. It was discussed how a broader sexual rights agenda rather than a narrow lgbt focus would help the movement bring more people/ groups into its fold and help the issue.
- Role of African and other regional organisations: The role of African and other regional organisations is very crucial. If these regions are active in the movement and in their advocacy efforts, it would go on to show that lgbt rights is not a 'western' agenda alone, but a global concern. Currently, Southern and African States are not committing to the issue saying that homosexuality is a Western import and they have nothing to do with it. There are countries in Africa where homosexuality is regarded as a crime punishable with death penalty.

g) Meeting with the Office of the High Commissioner for Human Rights (OHCHR)

CREA as part of the Global LGBT rights activists' coordination committee met with *Office of the High Commissioner for Human Rights (OHCHR)*, 6 December, 2011 to discuss the following:

- Launch/Promotion of the OHCHR report on SOGI. The office of the OHCHR shared some of the details of the report with the group and how it can be used to garner more State support, especially some of the Asian States, including India which is a new UN member, to ensure a positive participation by States at the March SOGI panel. There was discussions on what kind of advocacy materials are available and how they can be distributed to secure press coverage and also for States to take note of. CREA has been actively involved in the process of providing inputs during the drafting of this report.
- Some upcoming resolutions at the HRC and potential conflicts with others at the Third Committee General Assembly in NY (ex. death penalty resolution) were discussed
- The Violence Against Women Resolution was discussed – the Special Rapporteur has announced that this will be a big year for the resolution which maybe an opportunity for us to insert SOGI language into the resolution

h) Meeting with U.S. State Department - Washington, D.C.

CREA as part of the Global LGBT rights activists' coordination committee attended the advocacy meeting with the US State Department on 7 December, 2011 in Washington D.C to lobby with the US government and also provide feedback on how they should carry out their human rights efforts for/with lgbt people especially in Asian and African countries. The purpose of this meeting was also to give feedback to the US government on how to administer the recently announced global fund for lgbt rights work (to ensure that the funds do not have conditionalities attached with it).

There were 12 State officials that were present at the 30 minute meeting, including the Senior Advisor for Multilateral and Global Affairs from the Bureau of Democracy, Human Rights, and Labor, Senior Advisor from the Bureau of Western Hemisphere Affairs, the advisor on Refugee Matters, Women's Rights etc. They were interested to know more about the situation in Africa and shared that a large share of the global fund will go towards human rights work in Africa and Asia. They also said that in this year they will grant Economic and Social Council (ECOSOC) status to all pending applications from organisations that work on lgbt rights. They also said there are going to be no conditionalities attached to the global fund.

The group of activists that attended this meeting included people that were representing almost every region in the world. CREA was the only organisations from whole of Asia. We also gave our feedback on how the US government could work with our respective governments.

i) UN General Assembly side event called 'Stop Bullying: ending violence and discrimination based on sexual orientation and gender identity'.

CREA attended an event called 'Stop Bullying: ending violence and discrimination based on sexual orientation and gender identity' which was organised as a side event on 8th December (half day), 2011 as part of the annual Human Rights Day event at the ECOSOC Chamber in the UN General Assembly.

Panelists were - Ivan Simonovic (from OHCHR), Philippe Kridelka (UNESCO Director NY), Judy Shephard (lgbt activist), Doi Nakpor (Human Rights Defender from Thailand), Nadine Moawad (Human Rights Defender from Lebanon), and Stephane Innocent Simpore (Human Rights Defender from Burkina Faso). The Moderator was ^L_{SEP} Barbara Plett (BBC's UN correspondent). The panelists spoke about how homophobic bullying in schools is a big issue in all countries and is a serious human rights violation that should be immediately addressed by human rights groups, the society and the States.

j) *Co-sponsoring a panel discussion in the UN Head Quarters, New York*
COC Netherlands and CREA (India) along with ARC International; Human Rights Watch Lesbian, Gay, Bisexual and Transgender Rights Program; International Gay and Lesbian Human Rights Commission; International Lesbian, Gay, Bisexual, Trans and Intersex Association; Women Living Under Muslim Laws; Women and Media Collective (Sri Lanka); and the Women's Support Group (Sri Lanka) jointly sponsored a panel discussion titled "*Ending violence and discrimination based on sexual orientation and gender identity: Activism and Challenges!*" on February 28, 2012 at the UN Head Quarters, New York

The panel discussed issues of how activists from different regions have chosen to respond, resist, to claim human rights for everyone, and to live with security and dignity.

All these meetings helped CREA in:

- Networking
- Raising the Southern voice
- Sharing CREA and SRI's work and experience at an international forum, and Knowledge sharing and expanding discourse on:
 - Processes of movement building and doing advocacy with the State in the Global South
 - Highlighting some of the negative implications of hasty strategising and the need for being more cautious in advocacy efforts
 - To highlight the need for working within a broader sexual rights perspective rather than the narrow lgbt rights approach.

III. Creating Information, Knowledge and Scholarship

(1) Building Alliances for Global Organizing on Women's Human Rights: The Global Dialogues-Publications

Through conducting a series of global dialogues, this program aims to build alliances for social movements in the global south to connect and learn from each other about women's human rights.

In March 2009, CREA and the Centre for Advocacy on Stigma and Marginalization co-organized the fourth and final dialogue in this series, *And Ain't I a Woman?: A Global Dialogue between the Violence against Women and Sex Workers' Movements* in Bangkok, Thailand. The meeting brought together activists from the women's movement and the sex workers' movement. The meeting was attended by 29 participants from 14 countries across five continents, mostly from the global south. Participants included sex workers, researchers, development practitioners, academics, activists and donors.

Ain't I a woman? A global dialogue between the sex workers' rights movement and the stop violence against women movement - This publication resulted from a joint meeting, organized by CREA and CASAM, entitled 'Ain't I A Woman? A Global Dialogue between the Sex Workers' Rights Movement and the Stop Violence against Women Movement' held from 12-14 March 2009 in Bangkok, Thailand. This publication covers the rich discussions and key themes of the meeting focusing on strategies that prevent violence faced by sex workers. This working paper

has been written by Bishakha Datta who was the rapporteur of this dialogue, in consultation with dialogue participants. Bishakha Datta is a non-fiction writer and filmmaker with an abiding interest in representing invisible points of view and people – specially people who are marginalized because of their genders or sexualities, or points of views that are unheard, ‘illegitimate’ or silenced.

(2) Building Social Justice Leadership: Knowledge and practice on women’s leadership development for social transformation- Publications

This program aims to assess CREA’s model of women’s leadership development, create dialogue about feminist leadership and its development among practitioners, and contribute to knowledge and scholarship about women’s leadership development. In November, 2008 CREA held a meeting called *Building Feminist Leadership – Looking Back, Looking Forward* in Cape Town, South Africa, with 27 women, donors that support feminist leadership development programs and implementing organizations. The meeting aimed to define feminist leadership and explore methods for feminist leadership development, including a frank discussion of the challenges it involves.

Feminist Leadership for Social Transformation - Clearing the Conceptual Cloud - CREA commissioned Srilatha Batliwala to write this paper as a resource for a meeting “Building Feminist Leadership - Looking Back, Looking Forward”. This paper emerged out of a gap in knowledge base about what sorts of frameworks, methodologies and curricula have evolved in the field of feminist leadership, and more importantly, about the effectiveness of current leadership development interventions to build inclusive, rights-affirming, and gender-just social change leadership. The purpose of this paper is not simply to theorize feminist leadership, but to create a useful framework, or lens, through which to scrutinize our leadership development programs, strengthen them, and thus enhance the quality and impact of transformative feminist leadership in the arenas in which it is practiced. Srilatha Batliwala is an India-based Scholar Associate with the Association for Women’s Rights in Development (AWID).

Between 2009-12, CREA published and disseminated the following papers and documents:

- i. *Ain’t I a woman? A global dialogue between the sex workers’ rights movement and the stop violence against women movement*
- ii. *Feminist Leadership for Social Transformation - Clearing the Conceptual Cloud*
- iii. *Primer on Women and Exclusion* – In preparation for the Count Me In Conference, CREA commissioned a primer consisting of background papers, which written by 9 leading scholars, activists and writers in South Asia. These papers address issues of marginalization and exclusion as concepts, and how they impact lives of sex workers, lesbians and disabled women and trans people.
- iv. *Sex Work and Women’s Movements* - CREA commissioned Svati P. Shah to write this paper as a resource. This paper discusses key issues in the relationship between sex workers’ and women’s movements. The paper begins by describing the history of the relationship between these two movements, and takes U.S.A. and India as its examples. The paper discusses the history of women’s movements and sex workers’ movements, and where and how they intersected, or not. It goes on to discuss the contemporary context, including the status of alliances and dialogue between the two movements, the ways that HIV/AIDS have structured this relationship, and the question of agency. Svati P. Shah is an Assistant Professor of Women’s, Gender and Sexuality Studies at the University of Massachusetts at Amherst.

- v. *Free and Equal* - This photo book is part of CREA ongoing commitment to ground its work in an inclusive framework that centres itself in the experiences of all women, building a more just society for all people. Renowned artist and photographer Rebecca Swan captures the “stories that are rarely heard, the narratives that are so thoroughly invisibilised because of the complex ways in which they defy dominant societal and gender norms”. The narratives and images “speak of opposition, of challenging dominant perceptions of who we can and cannot be, what we can and cannot do, and who we should and should not love”.
- vi. *The Count Me In! Research Report: Violence Against Disabled, Lesbian, and Sex-working Women in Bangladesh, India, and Nepal* - This report is based on the first ever multi-country research study on violence against disabled, lesbian, and sex-working women in three countries in South Asia— Bangladesh, India, and Nepal. It collates the findings and recommendations that emerged from the three country studies conducted by CREA, in partnership with University College London; James P Grant School of Public Health, BRAC University, Bangladesh; Society for Nutrition, Education, and Health Action, India; and Centre for Research on Environment Health and Population Activities, Nepal. This is a step towards filling in some of the evidence gaps in research about or from South Asia on the intersections of marginalisation, gender, and violence against women.
- vii. *Dancing on the Edge* – This internal review document highlights CREA’s important achievements in its first 10 years, as well as the incredible potential for CREA, as a community, to take its role in the world to a new level. It provides a set of key recommendations to support CREA’s ongoing journey of “dancing on the edge”, while also maintaining a strong centre of gravity. The Meta Review was conducted by Ellen Sprenger, former Executive Director of Mama Cash and founder of Spring Strategies

Publications # i to iv were widely disseminated to participants at the Count Me In conference as well as in all meetings and conferences attended by CREA staff members. Over 1000 copies of each of these publications have been disseminated in India, South Asian countries and all over the world.

IV. Changing Public Attitudes and Discourses

CREA has organised several events in the past, in collaboration with other like-minded groups and organizations, to change public and policy discourses around issues of gender and rights. CREA has organized creative performances, including large-scale theatre tours and film festivals and shorter events such as talks, panels, film screenings, and debates to initiate dialogue in the public arena on issues of gender, women’s human rights and VAW. These events, held in India and New York, have been crucial in expanding the discourse and building awareness around women’s human rights in the public domain and influencing public and policy attitudes.

CREA staff member participated in various meetings and made presentations that are detailed in the section 6.1 (h).

“Films of Desire: Sexuality and the Cinematic Imagination” is an event that includes a film screening and discussion. As part of this program, CREA had planned to screen *A Good Man* in New York City. After many discussions with the filmmaker Safina Uberoi regarding dates, the film screening could not be organized due to non-suitability of dates.

V. Addressing Exclusion – Count Me In! Addressing Violence Against Women in South and Central Asia

In 2008, CREA embarked upon a project supported by the MDG3 Fund of the Dutch Foreign Ministry, titled *Count Me In! Addressing Violence Against Women in South and Central Asia*. The objective of this project is to address the stark gender inequalities and violence against women (including lesbian). CREA conducted the following:

I. *Count Me In: Learn About Me:* The Count Me In! research study (researched over the course of 2009-2011) was the first-ever multi-country action research on violence against lesbian women, female sex workers, and disabled women in three countries in South Asia—Bangladesh, India, and Nepal. While the question of violence against women in South Asia has been researched, scant attention has been paid to women who are not regarded as part of the ‘mainstream’ of society. The study is a crucial new resource for activists and organizations working on these issues because it looked at the intersections of marginalization, gender, and violence against marginalized women in South Asia, a relatively unstudied field. Also, the research’s focus on all forms of violence (physical, sexual and economic), as well as stigma faced by these groups of women, is a paradigm shift in the methodology and objectives of gender sensitive action research and is required to develop a comprehensive understanding of marginalization. Although the research report was not published during this duration, CREA disseminated initial findings and policy recommendations at the Count Me In Conference (detailed below) and at various other meetings. Stakeholder communities across South Asia are using the findings to strengthen their work and the findings and resulting policy recommendations will support CREA’s advocacy work on LGBT and sex workers’ rights, including a submission for India’s Universal Periodic Review for the UN Human Rights Council.

II. *Count Me In: Campaign for Me* is an advocacy programme that addresses the prevailing attitudes of son preference in Uttar Pradesh and Jharkhand in India, and in, Nepal. The campaign uses a large decorated truck to raise awareness in rural areas. The campaign truck is travelled across 160 villages, reaching out to over 100,000 people through meetings, discussions, theatre and dance performances.

III. *Count Me In: Work with Me* - CREA conducted five trainings for staff members, coordinators, project partners, educators and field staff for five renowned national organizations in India – AALI, Reach India, Room to Read, Action Aid and Jan Vikas. 20-25 participants attended each training session and learned about violence faced by marginalized women, strategies to prevent violence and skills to advocate for the rights of marginalized women’s groups.

The fourth Sexuality, Gender and Rights Institute in Hindi was held in February 2011 to develop the understanding of sexuality and rights of community based leaders in India and Nepal. Twenty-four women, including two transgender women, representing 19 organizations that work on issues of violence against women, sexuality, human rights, health and gender were participants at the Institute.

Participants enhanced their understanding on ways in which sexuality and gender norms influence policy and practice around health and rights. Sessions on masculinity and Mental Health were introduced at the Institute for the first time and both received overwhelming response from the participants. Participants analyzed case studies of organizations and

movements that dealt with the intersections of sexuality, equality, gender and rights. This analysis enabled them to look at ways in which sexuality and gender can be incorporated in their areas of work including work on violence against women.

IV. Count Me In! South Asia Conference - The Count Me In conference was a first-of-its-kind platform for marginalized women in South Asia to meet and forge new alliances in their struggles for human rights and social justice. Roughly 60% of the 300 participants were from marginalized communities, including disabled, single, young, lesbian, and HIV-positive women, sex workers, and trans people, from India, Pakistan, Nepal, Bangladesh and Sri Lanka. The diversity of participants, in terms of identity, caste, class, ability, language, gender, sexual orientation, occupation, and religion, was unique. Ten members from the Action Plus coalition attended CREA's Count Me In! South Asian conference on violence against marginalized women (sex workers, disabled women, lesbians and trans people). They presented their advocacy efforts, especially with sex workers in India, at the conference and facilitated the participation of a group of sex workers in the conference. Following the conference, the coalition also met to discuss and finalize its annual plan of action. The conference broke the pattern of excluding disabled women from meetings focused on sexual marginalization, sexuality, and pleasure. It also pushed boundaries by including new tools such as performances, photography and films, to further the work on marginalized women's rights. Multi-language translations services ensured the inclusion of non-English-speaking people in all events. The conference was crucial because:

- Participants could meet and network with activists from their own countries, where they may not be able to operate freely. This facilitated cross-movement networking and collaboration once the participants returned home
- New movements were started, such as the South Asia Network of Sex Workers, which continues to grow. 80% of attendees strongly or very strongly attributed the formation of the network to the Conference
- It enabled CREA to connect with activists from around the region, and from within India, whom we have previously been unaware of or unable to reach.
- It filled a knowledge gap in academic-activist scholarship on violence against marginalized women and provided a platform for research publication.
- A notable achievement was the participation of many prominent policy makers, such as Arundhati Roy, Chief Justice A. P. Shah (Retd.), Sunil Pant and representatives of UNAIDS.

4. & 5. Outputs and Outcomes

I. Strengthening Leadership, Organizations and Movements

(1) The Feminist Leadership and Movement Building Institute

Objectives:

- Strengthen young East African women's leadership capacities to work within social movements to affirm women's human rights
- Train young women leaders from East Africa in strategies of advocacy and activism to

- confront injustices faced by women and other marginalized communities; and
- Strengthen social movements by educating young women from East Africa about activism and involving them in movements

Outputs:

- 2 Feminist Leadership and Movement Building Institutes organised
- Call for application disseminated widely through networks and partner organizations
- Curriculum revised to plug gaps identified in the previous Institutes, e.g.:
 - Include more case studies from Africa and more analysis on what feminism is, and
 - In the light of the Arab uprising, the curriculum included sessions on women's political participation in Egypt and the status of women's rights in Sudan and South Sudan
- 49 participants from East and South Africa and India developed their understanding on feminist leadership and movement building

Outcomes:

- New resource persons from Africa joined the faculty of the Institute
- Participants became more aware of identity politics and its links with social movements. By the end of the Institute, for example, all participants in their discussions referred to a key feature of an effective movement – that it needs to be represented and led by those that belong to the affected community
- Past participants attended FlaMBI as faculty and said that they had got the platform from this Institute to mobilise and begin a national campaign

(2) The Global Sexuality, Gender and Rights Institute

Objectives:

- Develop a conceptual understanding of the fields of sexuality and human rights and of their connections with each other and with issues of gender and health;
- Strengthen analytical skills to critically examine how various programs, strategies and practices in the field of sexual and reproductive health affirm or violate the rights of individuals, especially of women, young people and sexual minorities
- Create a resource pool of practitioners who will incorporate concepts from these four inter-related fields into their on-going program interventions.

Output:

- 3 Global Sexuality, Gender and Rights Institutes were organized
- 93 people working in civil society organizations developed their understanding and analytical skills on sexuality, gender and rights

Outcomes:

- Participants are advocating policy and practices in their organizations and coalitions that are human rights and sexual rights based
- Participants have developed action plans that are being implemented in their communities and organizations
- Participants have challenged their thinking around sexuality and around how they work on human rights issues
- Participants have continued to network with each other and with previous Institute participants through the list-serve by sharing publications and material

(3) Building Grassroots Women's Leadership in Central Asia

Objectives:

- To develop a basic understanding of sexuality, gender, human rights, violence against women and feminist leadership
- To develop leadership skills of individuals and organizations to incorporate issues of rights, gender and sexuality into their work
- To create spaces for grassroots organizations to share strategies and form networks and collaborative initiatives
- To enable participants to challenge their own understanding so that they include marginalized people in their work

Outputs:

- One training on VAW conducted
- One training on sexuality, gender and rights was conducted
- One training on human rights advocacy was conducted
- 18 participants from 10 organizations in Kyrgyzstan and Kazakhstan attended the trainings

Outcomes:

- Representatives of Voices against Central Asia member organizations have demonstrated commitment to building their understanding and skills on sexuality, gender, rights, feminist leadership, movement building, violence against women, and human rights
- Participants in the violence against women training are including marginalized women (lesbian and trans women) in their violence against women work

(4) Online Institute on Disability, Sexuality and Rights

As per the original proposal this is clubbed with other outputs in the section Building South-South Alliances. However, due to changes made in the Strategic Program Initiatives during the course of the project it is being reported under this section.

Output

- One Online Disability, Sexuality and Rights Institute conducted
- 28 participants from 18 countries attended the course

Outcomes

- The Institute resulted in a shift in knowledge in the area of disability, sexuality and rights.
- The course resulted in the creation and successful use of a new platform (Internet) for people to come together and discuss disability, sexuality and rights

II. Influencing Global and National Advocacy

(1) Reframing Sexual Rights at the Human Rights Council: The Global South Coalition for Sexual Rights

Objectives:

- Broaden the scope of resolutions regarding sexual rights at the Human Rights Council (HRC)
- Increase participation of global south activists and marginalized voices at the HRC

Outputs:

- One training on human rights advocacy at the HRC for global South sexual rights activists was conducted. 40 reports submitted on various sexual and reproductive rights issues under the Universal Periodic Review mechanism
- One High Level Side Event on SOGI
- 2 meetings with Special Rapporteur on Human Rights Defenders (HRDs)
- 5 (11th, 12th, 16th, 17th and 19th) Sessions on HRC attended
- 29 UPRs submitted
- 2 Resolutions passed by UNHRC : Maternal Mortality and Morbidity Resolution and the Sexual Orientation and Gender Identity (SOGI) Resolution
- One Global LGBT Coordination Group Meeting
- One meeting with the Office of the High Commissioner for Human Rights (OHCHR) for launch of their report on SOGI
- One advocacy meeting with the US State department to lobby with the US government and also provide feedback on how they should carry out their human rights efforts for/ with lgbt people especially in Asian and African countries.
- One panel discussion on Violence and Discrimination based on SOGI at the UN Head Quarters, New York

Outcomes:

- Strong oral intervention made on SOGI by training participant from Kenya during consideration of Kenya's UPR report at the 15th session of HRC
- Strong oral intervention made on SOGI by training participant from Guyana during consideration of Guyana's UPR report at the 15th session of HRC. This drew an elaborate response from the Guyanese delegation
- Consistent advocacy by training participant from Nepal with Nepalese delegation in Geneva and at the domestic level resulted in Nepal accepting all recommendations on SOGI for its UPR report
- Contribution to strong sexual rights language for follow-up resolution on maternal mortality and draft resolutions on HIV/AIDS and access to medicines
- The UN SOGI resolution directed the Office of the High Commissioner of Human Rights (OHCHR) to prepare a report on violence and discrimination on the basis of SOGI and also called for a panel discussion to be held at the HRC in March 2012 to discuss the findings of the report and to consider appropriate follow-up. CREA has closely followed the process and provided inputs/ relevant information to be included in the report. CREA gave inputs based on its recent CMI study on violence against lesbians, disabled women and sex workers in South Asia. The OHCHR has sent a thank you note to CREA in acknowledgement of its support.
- Maternal Mortality and Morbidity Resolution: On September 28th, the UNHRC adopted a resolution reaffirming the importance of addressing maternal mortality and morbidity, and calling for direct action to save mothers' lives. The resolution calls for the development of practical guidance, through an expert workshop, to assist States, the United Nations system and all stakeholders in applying human-rights based frameworks to programmes and policies aimed at preventing maternal death and disability. The Sexual Rights Initiative (SRI) has been a leader in pushing for this issue as well as the passing of this

resolution and CREA has been involved at every stage.

III. Creating Information, Knowledge and Scholarship

(1) Building Alliances for Global Organizing on Women's Human Rights: The Global Dialogues

Objectives:

- Enable individuals, NGOs and social movements to connect globally, share strategies and learn from each other
- Bring the voices of activists from the global South who have been part of local struggles and movements to international movements and dialogue.
- Expose new and tested strategies of development, advocacy and activism
- Integrate women's rights issues into the agenda of various social movements
- Increase partnership globally, particularly among organizations in the global South

Outputs:

- Published 1000 copies of the working paper titled "*Ain't I a Woman?: A Global Dialogue between the Sex Workers' Rights movement and the Stop Violence against Women movement*"

Outcomes:

- Organizations that address violence against women will recognize violence faced by sex workers as a VAW issue
- VAW organizations will begin to address violence against sex workers in VAW interventions

(2) Building Social Justice Leadership: Knowledge and practice on women's leadership development for social transformation

Objectives:

- Contribute to the knowledge base of frameworks, methodologies and curricula that have evolved in the domain of women's leadership development
- Analyze the success of leadership development efforts
- Analyze how current leadership development efforts address the demands of the globalized world
- Advocate the study of social movements in leadership development efforts

Output:

- 1000 copies of conceptual paper on *Feminist Leadership for Social Transformation: Clearing the Conceptual Cloud* by Srilatha Batliwala, published and readied for digital publication. The paper deconstructs the concept of feminist leadership to make it understandable and practical for practitioners of feminist leadership development and feminist work in general
- Report on the global meeting *Building Feminist Leadership – Looking Back, Looking Forward* reviewed and edited in preparation for digital publication
- Published 1000 copies of the paper titled "*Sex Work and Women's Movements*", written by Svati P. Shah
- 1000 copies of Free and Equal, Count Me In! Research Report

- 100 copies of Dancing on the Edge
- Primers on Women and exclusion produced

Outcome:

- Change leadership development strategies to integrate conceptual development and analytical skills building
- Aim to build movements – not just organizations – through feminist leadership development work.

IV. Changing Public Attitudes and Discourses

As per the original proposal this is part of the Strategic Program Initiative Voices and Actions for Policy Advocacy and Public Education. However, due to changes made in the Strategic Program Initiatives during the course of the project it is being reported under this section.

Objectives:

- To influence development actors, policies and practices for women's rights and sexual rights
- To participate in networks and coalitions to influence policy making processes on women's human rights and sexual rights, including HIV/AIDS
- To conduct public education programs to raise awareness on women's rights and sexual rights

Output

- Participate and made presentations at international and national meetings

Outcomes

- Greater awareness and strategizing globally on violence against women

V. Addressing Exclusion – Count Me In! Addressing Violence Against Women in South and Central Asia

**Outputs common to SPI Building Grassroots Women's Leadership in Central Asia*

*** Outputs common to SPI Creating Information, Knowledge and Scholarship*

Objectives:

- To strengthen women's leadership, organizations and movements to reduce violence and advance women's human rights.
- To build knowledge and a critical understanding of the most effective strategies to reduce violence against women, sex workers, and sexual minorities
- To launch and analyze the impacts of a campaign against son preference at the grassroots and national levels.

Outputs:

- *Trainings on violence against women for grassroots organizations in Central Asia and India
- *Conducted an exchange program for grassroots organizations and activists from Central Asia to India to interact and learn from organizations
- Research on violence against women, especially marginalized women, in South Asia

- A South Asia regional conference on son-preference and violence against women, including marginalized women
- A grassroots campaign on son-preference in India
- **Fact sheets based on research findings
- **Developed and disseminated the research report (Count Me In! Research Report)

Outcomes:

- Participant organizations are able to identify forms of violence (e.g., marital rape, eve teasing, dowry demands, and sexual harassment) and understand that violence against women includes violence against marginalized women
- Participant organizations know that they have rights and should be aware of the various laws applicable to violence against women within each group's respective jurisdictions
- Participant organizations have better knowledge about strategies that successfully combat violence against women (e.g., understanding how to register a case with the police; using shaming practices)
- There is an expansion of the agenda of women's movements internationally so that voices and issues of women working at the margins of the movement become more central
- There is a comparative analysis on violence faced by women and violence faced by marginalized women for the first time.

6. Organization

6.1 General

a. CREA's New Strategic Plan and Operational Systems

The Board of Directors and the entire staff are involved in developing and reviewing the new organizational strategic plan and two outside consultants have been hired to help guide the process. As part of the strategic planning process, the vision, mission, and overall goals of the organization were re-evaluated and fine tuned (see below). An updated administrative manual for the organization was created. This has made it much easier to present a joint budget for CREA's two offices, to track spending, and to save on administrative costs.

CREA's program activities are now organized under five Strategic Initiatives (mentioned in sections 2 and 6) instead of eight Strategic Program Initiatives as mentioned in the proposal.

Although this does not change CREA's programs, there will be some change in activities. Public events, meetings and seminars will no longer be a part of CREA's global programs. They will be conducted under CREA's India programs. CREA has also hired a staff person to conduct its global advocacy at the Human Rights Council, which was thus far being managed by an existing staff person.

b. CREA's Vision

CREA envisions a just world, free of poverty, violence, discrimination, and inequality, where the human rights of all people—especially women, young people, and sexual minorities are realized.

c. CREA's Mission

CREA promotes, protects and advances women's human rights and the sexual rights of all people by strengthening feminist leadership, organizations and movements, influencing global

and national advocacy, creating information, knowledge and scholarship, changing public attitudes and discourses, and addressing exclusion.

d. CREA's Leadership and Staff Growth

CREA's Board and staff composition reflects its commitment to women's leadership, the agency of young women, and a diversity of perspectives and experiences. CREA has added the following person to its Board:

- Kanchan Pamnani joined CREA's India Board of Directors. She is a visually handicapped person who is a practicing Advocate & Solicitor with the Bombay High Court. She specializes in corporate, testamentary and property related matters. Kanchan is also a disability rights activist.

CREA is led by the Senior Management Team made up of the Executive Director, Geetanjali Misra; Director - Global Programs, Sunita Kujur; Director- Finance, Diksha Dubey. A third member - Program Coordinator, Information, Communication and Resource Development – joined the SMT in the year 2011-12. The team meets weekly and shares responsibility with the Executive Director for all decision- making, management, and fundraising matters. CREA has hired five new program staff and developed job descriptions for more positions in order to handle the growth in its programs. All new positions are based in the New Delhi office, barring one.

e. CREA's Fundraising Efforts

It continues to be challenging to raise more funds to meet the demand for our work at the global level, including the hiring of international staff. Many donors tend to view CREA as national rather than international and, as a result, underestimate its funding needs. However, CREA diversified and grew its donor portfolio this year, receiving a grants from Norad, EMpower, FLOW- Foreign Ministry of Netherlands, as well as funds for both project and general support from other donors.

f. CREA's Outreach to Other Organizations

CREA is a leading member of two international and three national coalitions. CREA's Executive Director, Geetanjali Misra is on the Board of Directors of Mama Cash, Reproductive Health Matters, and Women's Initiatives for Gender Justice. She is the former President (2006-2008) of the Association for Women's Rights in Development (AWID). She is on advisory committees for the Global Fund for Women and the South and South East Asia Resource Centre on Sexuality. CREA staff persons sit on numerous national and international committees including: the National Coalition in support of an HIV/AIDS Bill in India; and the Core Committee to monitor the Domestic Violence Law in India.

g. CREA's Representation at Meetings and Conferences

CREA staff members are encouraged to attend, organize sessions and speak at professional meetings to develop their knowledge and skills, bring the perspective of a global South organization, stay connected to social movements, and create partnerships. The following is a list of key meetings attended between 2009-2012:

- VII International Association for the Study of Sexuality, Culture and Society (IASSCS) Conference, Hanoi
- Cordaid Expert Advisory Committee meeting, Amsterdam
- 9th International Congress on AIDS in Asia and the Pacific (ICAAP), Bali
- Seminar on Effective Implementation of UNSCR 1325, the Hague
- Workshop on Linking and Learning through Networking, organized by Cordaid, the

Hague

- Conference on Documenting Best Practices to Advance Human Rights based on Sexual Orientation and Gender Identity organized by ARC International and Mulabi, Buenos Aires
- Panel Participation at the 54th Commission on the Status of Women, (CSW) New York
- Young Women and Girls as Development Actors: Feminist Perspectives: Panel at CSW, New York
- Dutch Ministry side event (“Do you see the Opportunity?” How Governments can successfully invest in Women’s Empowerment and Gender Equality), New York
- Harvard Conference on 'Sex Work In Asia', Boston (1-3 October 2010): Participated in the conference and gave presentation on 'Sex Work Advocacy in India: The Rise of a Movement' – Geetanjali Misra
- National Bioethics Conference, AIIMS, New Delhi (17-20 November 2010): CREA book stall installed. – Meenu Pandey
- Indian Association of Women Studies (IAWS) Conference, Wardha (19 – 23 January 2011)
- 2nd Asia Pacific Outgames Conference (13-18 March 2011): Speaker in plenary session, 'Our rights across the Asia Pacific Region: A Snapshot': Chair of a session on 'Regional voices' – Geetanjali Misra
- Meeting to launch the Measuring Gender Equality Initiative, *UK, May 2011*, Geetanjali Misra
- Presentation at UNAIDS meeting, Geneva, titled Sexuality, Gender, Health, HIV, Violence and Human Rights: Advancing the Debate and Mobilizing Action, *July 2011*, Geetanjali Misra
- Attended and presented at the Entertainment and Education Conference V, in Delhi on **Count Me In!** Campaign For Me Against Son Preference on the theme of using creative communication to address gender-based violence, November 2011, Sanjana Gaiind
- MacArthur workshop on new communication technology, December 2011, Debika Chatterjee
- Feminism and Women's Rights in the North-East, Guwahati- organised by North-East Network and ActionAid, Guwahati. December 2011, Sunita Kujur
- Symposium on Elaborating Sexual Rights Advocacy Agenda for Uganda, Kampala, organised by Civil Society Coalition on Human Rights and Constitutional Law - Sunita Kujur presented on the work Voices Against 377 did to build a supportive environment that contributed to the Delhi High Court judgment on Sec. 377. Also, made a brief presentation on Taking the sexual rights agenda forward in Uganda and advocacy at the UN Human Rights Council, Uganda. January 2012, Sunita Kujur
- Girls Not Brides Conference, Delhi, February 2012, Geetanjali Misra
- FHI360 Presentation Where The Girls Are: Gender, Development, and Social Change, *Washington DC, February 2012*, Geetanjali Misra
- 2nd World Conference of Women's Shelters, *Washington DC, February 2012*, Geetanjali Misra
- International Dialogue and Training on LGBT Human Rights: Focus on Strengthening the Caribbean Response and Linking Regional and International Advocacy, St. Lucia, February 2012, Meenu Pandey
- SRHR Beyond 2015: Political Strategy and Planning Meeting organised by DAWN for ICPD +20 and Beyond, Bangkok, Thailand, February 2012, Sunita Kujur

6.2 Capacity Building at Organization Level

During the 2010-11 financial year, CREA worked with consultant Ellen Sprenger to conduct a Meta-Review of our work over the past ten years. Ellen is the former Executive Director of Mama Cash and is the founder of Spring Strategies, an organization that works to strengthen social justice and human rights leaders, organizations, movements and foundations by helping them

grow, thrive and manage change. Ellen has worked as a strategic consultant with Hivos, Sigrid Rausing Trust, Wellspring Advisors, Dutch Ministry of Foreign Affairs, and social justice organizations including the Association for Women's Rights in Development, Fund for Global Human Rights, Global Fund for Women, Breakthrough, and Akina Mama wa Afrika.

Findings of this review were published in the form of a document called Dancing on the Edge. CREA worked towards incorporating the recommendations of this review. The recommendations and actions against each of them are as follows:

Recommendation - Re-evaluate programme priorities, staffing and organisational structures, and staff responsibilities based on revised strategic plan.

Action – CREA finalised its strategic plan for the period 2012 – 2015. The strategic plan pays out 7 strategic initiatives. The new strategic plan also assimilates CREA's new programmes on adolescent girls' rights into a new strategic initiative - Improving Sexual and Reproductive Health and Rights. All CREA staff have been reorganised based on these strategic initiatives.

Recommendation - Identify innovation and edge in evaluation by developing a comprehensive evaluation framework that aligns with CREA's theory of change, possibly including elements of Outcome Mapping.

Action – Following the finalisation of a strategic plan, a log frame for all initiatives and activities of CREA has been formulated. These log frames are built on the principles of outcome mapping. An expert on results based management and a monitoring and evaluation expert have been hired to work full time with CREA. This has also helped CREA in developing a results based management system.

Recommendation - Integrate CREA's internal learning and monitoring processes within the evaluation framework.

Action – CREA's monitoring framework now reflects its internal learning processes. For example, CREA staff have been developing case studies with information from their regular visits and meetings with partner organisations. These case studies provide qualitative evidence of CREA's impact on the lives of women and girls.

Recommendation - Develop a compelling external communications strategy that amplifies how CREA makes a difference in the world.

Action – CREA conducted several small workshops and meetings to begin building its communications strategy. In January 2012, CREA staff worked through communications challenges and planning needs with Mallika Dutt, President and CEO of Breakthrough. Later in January, CREA staff met with Ellen Sprenger and reviewed our communications goals and key messages. A full communications strategy is under development, and some key external communications pieces have been developed and/or will be published soon, including a new CREA brochure capturing our revamped vision, mission and theory of change, an annual report, and a new web site.

SINGH KRISHNA & ASSOCIATES

Chartered Accountants

8, Ground Floor, Krishna Market, Kalkaji, New Delhi – 110 019
Tel. 32500444, Telefax 40590344, e-mail skaca@airtelmail.in

AUDITORS' REPORT

To the Members of the General Body of

Creating Resources for Empowerment in Action (CREA)

We have audited the attached Balance Sheet of Creating Resources for Empowerment in Action (CREA), New Delhi, a Society registered under the Societies Registration Act, 1860, as at March 31, 2010 and also the Income and Expenditure Account and Receipt and Payment Account for the year ended on that date annexed thereto. These financial statements are the responsibility of the management of the Society. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in India. Those Standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

We report that:

- (i) We have 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, Income and Expenditure Account and Receipt & Payment Account dealt with by this report are in agreement with the books of account;
- (iv) In our opinion, the Balance Sheet, Income & Expenditure and Receipt & Payment Account dealt with by this report comply with the applicable accounting standards issued by the Institute of Chartered Accountants of India;
- (v) In our opinion and to the best of our information and according to the explanations given to us, the said statements give a true and fair view :
 - a) in the case of Balance Sheet, of the state of affairs of the Society as at March 31, 2010;
 - b) in the case of Income and Expenditure Account, of the surplus of the Society for the year ended on that date; and
 - c) in the case of the Receipt and Payment Account, of the receipts and payments for the year ended on that date.

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


(Dalip Bajaj)
Partner
M. No. 500252



Place : New Delhi

Date : September 20, 2010

CREATING RESOURCES FOR EMPOWERMENT IN ACTION (CREA)

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

BALANCE SHEET AS AT MARCH 31, 2010

LIABILITIES	AMOUNT	ASSETS	AMOUNT
GENERAL FUND		FIXED ASSETS (Refer to Schedule 2)	1,556,440.00
Opening Balance	27,921,463.94		
Add: Surplus brought forward from Income & Expenditure Account	5,612,270.95	INVESTMENTS	4,000,000.00
	33,533,734.89	CURRENT ASSETS, LOANS, ADVANCES, ETC.	
GRANT ACCOUNT (Refer to Schedule 1)	3,442,476.64	CURRENT ASSETS	
DEFERRED REVENUE FUND		Grants Receivable (Refer to Schedule 1)	1,946,493.50
Opening Balance	1,522,144.00	Cash in Hand	58,348.50
Add: Fixed Assets Acquired out of Project Funds	547,209.00	Foreign Currency in Hand	92,875.00
Less: Amount transferred to Income & Expenditure A/c	512,913.00	Standard Chartered Bank (A/c No. - 52011027505)	7,263,872.97
	1,556,440.00	ICICI Bank (A/c No. - 006501100964)	169,177.00
EARMARKED FUNDS		Standard Chartered Bank (A/c No. - 52011027521)	57,273.92
Pushing the Frontiers : A Meeting		Fixed Deposits (Incl. Accrued Interest thereon)	23,957,122.00
Opening Balance	257,419.00		31,598,669.39
Less: Funds Utilised	-	LOANS, ADVANCES & OTHER ASSETS	
	257,419.00	Advances and other amount recoverable in cash or in kind or for value to be received	741,399.64
CURRENT LIABILITIES & PROVISIONS		Security Deposits	32,091.00
TDS Payable	117,809.00		773,490.64
Sundry Creditors for Expenses	252,539.00		
Provision for Gratuity	714,675.00		
	1,085,023.00		
Total	39,875,093.53	Total	39,875,093.53

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

As per our report of even date

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

Dalip Bajaj
Dalip Bajaj
Partner
M. No. 500252



Place : New Delhi

Date : *September 20, 2010*

for CREA

Sohini Bhattacharya

Sohini Bhattacharya
President

for CREA

Sashwati Banerjee

Sashwati Banerjee
Secretary

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, 2010

PARTICULARS	AMOUNT	PARTICULARS	AMOUNT
EXPENDITURE		INCOME	
Bank Charges	28,721.18	Grants Transferred (Refer to Schedule 1)	26,162,269.30
Books & Periodicals	13,367.00	Other Income	
Electricity & Water	138,033.00	Contribution for Projects	604,479.17
Traveling Expenses	3,530,566.62	Bank Interest Earned	2,157,293.28
Local Conveyance	124,378.00	Transfer from Deferred Income	512,913.00
Office Expenses	153,377.00	Profit on Sale of Assets	17,745.00
Office Rent	840,000.00	Donations	27,100.00
Postage & Courier	139,788.00	Miscellaneous Income	5,370.48
Telephone, Fax & Internet Charges	393,277.00		3,324,900.93
Printing & Stationery	169,632.00		
Repairs & Maintenance - Office	131,509.00		
Repairs & Maintenance - Computer	131,871.00		
Repairs & Maintenance - Equipment	77,451.00		
Office Insurance	12,003.00		
Salaries	5,084,480.00		
Staff Benefits	227,220.00		
Technical & Professional Services	3,853,782.00		
Workshop/Seminar/ Meetings	7,118,177.00		
Depreciation	438,358.00		
Publications Cost	794,558.00		
Audit Fees	141,369.00		
Website Development & Maintenance	30,493.00		
Exchange Loss	29,438.48		
Gratuity	273,050.00		
	23,874,899.28		
Surplus carried forward to General Fund	5,612,270.95		
Total	29,487,170.23	Total	29,487,170.23

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

As per our report of even date

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

Dalip Bajaj
Dalip Bajaj
Partner
M. No. 500252



Place : New Delhi

Date : *September 20, 2010*

for CREA

Sohini Bhattacharya
Sohini Bhattacharya
President

for CREA

Sashwati Banerjee
Sashwati Banerjee
Secretary

CREATING RESOURCES FOR EMPOWERMENT IN ACTION (CREA)

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

RECEIPT AND PAYMENT ACCOUNT FOR THE YEAR ENDED MARCH 31, 2010

RECEIPTS	AMOUNT	PAYMENTS	AMOUNT
Opening Balances		Fixed Assets	
Cash in Hand	14,629.50	Computers	303,309.00
Foreign Currency in Hand	43,443.00	Office Equipment	171,550.00
American Express Bank (A/c No. 320143428)	14,286,589.66	Furniture & Fixtures	72,350.00
American Express Bank (A/c No. 320143447)	1,017,509.46		547,209.00
ICICI Bank (A/c No. 006501100964)	60,851.00	Telephone Security Deposit	7,000.00
Fixed Deposits	24,423,830.00		
	39,846,852.62	Expenses	
Grants Received		Bank Charges	28,721.18
Global Fund For Women	914,200.00	Books & Periodicals	13,367.00
The International Women's Health Coalition	4,455,421.86	Electricity & Water	138,033.00
Oxfam Novib	3,060,450.00	Traveling Expenses	3,529,582.62
CREA New York (MDG3 Fund)	2,372,650.70	Local Conveyance	117,846.00
	10,802,722.56	Office Expenses	153,377.00
Other Receipts		Office Rent	840,000.00
Bank Interest Earned	1,873,658.02	Postage & Courier	140,350.00
Contribution for Projects	604,479.17	Telephone, Fax & Internet Charges	388,695.00
Receipt from Sale of Assets	46,000.00	Printing & Stationery	169,632.00
Donations/ Contributions	27,100.00	Repairs & Maintenance - Office	131,509.00
Exchange Gain	28,621.82	Repairs & Maintenance - Computer	131,871.00
Refund of TDS 2007 - 2008	65,450.00	Repairs & Maintenance - Equipment	72,375.00
	2,645,309.01	Insurance Office	11,073.00
Advances (Net of Recoveries)	963,705.00	Salaries	5,099,339.00
		Staff Benefits	224,809.00
		Technical & Professional Services	3,746,529.00
		Workshop/ Seminar/ Meetings	7,099,142.00
		Publications Cost	916,113.00
		Website Development & Maintenance	30,493.00
		Audit Fees	141,369.00
			23,124,225.80
		Closing Balances	
		Cash in hand	58,348.50
		Foreign Currency in Hand	92,875.00
		Standard Chartered Bank (A/c No. - 52011027505)	7,263,872.97
		Standard Chartered Bank (A/c No. - 52011027521)	57,273.92
		ICICI Bank (A/c No. - 006501100964)	169,177.00
		Fixed Deposits	22,938,607.00
			30,580,154.39
Total	54,258,589.19	Total	54,258,589.19

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

As per our report of even date

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



Place : New Delhi
Date : September 20, 2010

for CREA
Sohini Bhattacharya
Sohini Bhattacharya
President

for CREA
Sashwati Banerjee
Sashwati Banerjee
Secretary

CREATING RESOURCES FOR EMPOWERMENT IN ACTION (CREA)

SCHEDULES FORMING PART OF BALANCE SHEET AS AT MARCH 31, 2010

Schedule 1 - Grant Accounts

Particulars	Opening Balance as on April 1, 2009		Received during the year	Interest on Project Fund	Total	Credited to Income and Expenditure A/c	Credited to Deferred Revenue Fund	Total	Closing Balance as on March 31, 2010	
	Unutilised Grants	Grants Receivable							Unutilised Grants	Grants Receivable
The Ford Foundation	6,481,349.00	-	-	-	6,481,349.00	5,041,899.17	189,857.00	5,231,756.17	1,249,592.83	-
Global Fund For Women	649,538.16	-	914,200.00	-	1,563,738.16	842,552.35	-	842,552.35	721,185.81	-
The International Women's Health Coalition	-	588,835.86	4,455,421.86	-	3,866,586.00	3,915,698.50	187,136.00	4,102,834.50	-	236,248.50
The Sigrd Rausing Trust	1,825,250.00	-	-	-	1,825,250.00	1,819,250.00	6,000.00	1,825,250.00	-	-
Oxfam Novib	1,640,562.00	-	3,060,450.00	-	4,701,012.00	3,391,256.00	-	3,391,256.00	1,309,756.00	-
Oxfam Novib - Global	894,580.64	-	-	-	894,580.64	894,580.64	-	894,580.64	-	-
Mama Cash	184,950.00	-	-	-	184,950.00	184,950.00	-	184,950.00	-	-
MDG3 Fund	6,095,342.64	-	-	161,942.00	6,257,284.64	6,074,490.64	20,852.00	6,095,342.64	161,942.00	-
CREA New York (MDG3 Fund)	-	-	2,430,711.00	-	2,430,711.00	3,997,592.00	143,364.00	4,140,956.00	-	1,710,245.00
Total	17,771,572.44	588,835.86	10,860,782.86	161,942.00	28,203,461.44	26,162,269.30	547,209.00	26,709,478.30	3,442,476.64	1,946,493.50

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CREATING RESOURCES FOR EMPOWERMENT IN ACTION (CREA)

SCHEDULES FORMING PART OF BALANCE SHEET AS AT MARCH 31, 2010

Schedule 2 - Fixed Assets

Particulars	W.D.V as on 01.04.09	Additions		Deductions	Total as on 31.03.10	Rate of Depreciation	Depreciation for the year	W.D.V as on 31.03.10
		upto 30.09.09	after 30.09.09					
Fixed Assets Acquired out of Project Funds								
Computers and Printers	197,712.00	183,352.00	119,957.00	2,995.00	498,026.00	60%	262,829.00	235,197.00
Office Equipment	427,436.00	165,150.00	6,400.00	-	598,986.00	15%	89,368.00	509,618.00
Office Furniture	850,696.00	-	72,350.00	25,260.00	897,786.00	10%	86,161.00	811,625.00
Total	1,475,844.00	348,502.00	198,707.00	28,255.00	1,994,798.00		438,358.00	1,556,440.00



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CREATING RESOURCES FOR EMPOWERMENT IN ACTION (CREA)

SCHEDULES FORMING PART OF THE ACCOUNTS FOR THE YEAR ENDED MARCH 31, 2010

Schedule 3 - Accounting Policies and Notes on Accounts

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 expenditure, are treated as income of the year. After fulfillment of obligations attached with a particular grant, any unutilised amount of the grant is transferred to the Income & 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 income. Amount equivalent to depreciation charged on such assets is transferred to income and expenditure account from the deferred income.
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 has been 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. Deduction from taxable income is available to any taxpayer who makes contribution/ donation to a charitable institution having approval under section 80G (iv) of the Income Tax Act, 1961. The approval is generally granted for a period of three years at a time. CREA was holding such approval since inception. Last approval was valid up to March 31, 2009. CREA made an application for continuance of such approval in Form No. 10G on March 27, 2009. The application was not accepted by the Ld. Director of Income Tax (Exemptions) Delhi vide order u/s 80G (5) (vi) of the Act dated September 11, 2009. The same order also includes a statement that the income of CREA is no longer exempt from assessment year 2009-10 onwards. The said statement in the order is out of the context as the same was not the issue before Ld. Director of Income Tax (Exemptions) Delhi. Accordingly in the opinion of the management of CREA the said statement has no validity. Being aggrieved with the order, CREA has filed an appeal before the Income Tax Appellate Tribunal, New Delhi (ITAT) and the appeal proceedings are pending for adjudication. No provision has been made for income tax as management of CREA is of the view that the order of the Ld. DIT (E) is invalid and hopeful that the order would be quashed by the ITAT.

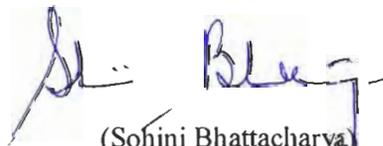
for Singh Krishna & Associates
Chartered Accountants
Firm's Registration No. 008714C



(Dalip Bajaj)
Partner
M. No. 500252

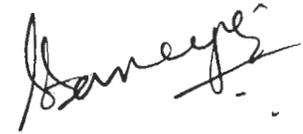


for CREA



(Sohini Bhattacharya)
President

for CREA



(Sashwati Banerjee)
Secretary

Place : New Delhi

Date : September 20, 2010

SINGH KRISHNA & ASSOCIATES

Chartered Accountants

8, Ground Floor, Krishna Market, Kalkaji, New Delhi – 110 019
Tel. 32500444, Telefax 40590344, e-mail skaca@airtelmail.in

AUDITORS' REPORT

To the Members of the General Body of

Creating Resources for Empowerment in Action (CREA)

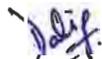
We have audited the attached Balance Sheet of Creating Resources for Empowerment in Action (CREA), New Delhi, a Society registered under the Societies Registration Act, 1860, as at March 31, 2011 and also the Income and Expenditure Account and Receipt and Payment Account for the year ended on that date annexed thereto. These financial statements are the responsibility of the management of the Society. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in India. Those Standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes **examining**, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting **principles used and significant estimates made by management**, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

We report that:

- (i) We have 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, Income and Expenditure **Account and Receipt** & Payment Account dealt with by this report are in agreement with the books of account;
- (iv) In our opinion, the Balance Sheet, Income & Expenditure and Receipt & Payment Account dealt with by this report comply with the applicable accounting standards issued by the Institute of Chartered Accountants of India;
- (v) In our opinion and to the best of our information and according to the explanations given to us, the said statements give a true and fair view :
 - a) in the case of Balance Sheet, of the state of affairs of the Society as at March 31, 2011;
 - b) in the case of Income and Expenditure Account, of the surplus of the Society for the year ended on that date; and
 - c) in the case of the Receipt and Payment Account, of the receipts and payments for the year ended on that date.

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


(Dalip Bajaj)
Partner
M. No. 500252



Place : New Delhi
Date : September 29, 2011

CREATING RESOURCES FOR EMPOWERMENT IN ACTION (CREA)

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

BALANCE SHEET AS AT MARCH 31, 2011

Amount in ₹

LIABILITIES	AMOUNT	ASSETS	AMOUNT
GENERAL FUND		FIXED ASSETS (Refer to Schedule 2)	1,456,941.00
Opening Balance	33,533,734.89		
Add: Surplus brought forward from Income & Expenditure Account	1,957,793.36	INVESTMENTS	4,000,000.00
	35,491,528.25	CURRENT ASSETS, LOANS, ADVANCES, ETC.	
GRANT ACCOUNT (Refer to Schedule 1)	2,398,603.21	CURRENT ASSETS	
DEFERRED REVENUE FUND		Grants Receivable (Refer to Schedule 1)	7,019,866.30
Opening Balance	1,556,440.00	Cash in Hand	67,182.50
Add: Fixed Assets Acquired out of Project Funds	263,101.00	Foreign Currency in Hand	174,101.00
Less: Amount transferred to I & E A/c	362,600.00	Standard Chartered Bank (A/c No. - 52011027505)	1,241,705.88
	1,456,941.00	ICICI Bank (A/c No. - 006501100964)	71,379.00
EARMARKED FUNDS		Standard Chartered Bank (A/c No. - 52011027521)	58,721.55
Pushing the Frontiers : A Meeting		Fixed Deposits (Incl. Accrued Interest thereon)	25,798,390.09
Opening Balance	257,419.00		27,411,480.02
Less: Funds Utilised	-	LOANS, ADVANCES & OTHER ASSETS	
	257,419.00	Advances and other amount recoverable in cash or in kind or for value to be received	1,485,587.58
CURRENT LIABILITIES & PROVISIONS		Security Deposits	32,091.00
TDS Payable	65,797.00		1,517,678.58
Sundry Creditors for Expenses	784,247.44		
Provision for Gratuity	951,430.00		
	1,801,474.44		
Total	41,405,965.90	Total	41,405,965.90

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

As per our report of even date

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

Dalip
Dalip Bajaj
Partner
M. No. 500252



for CREA

Sohini Bhattacharya
Sohini Bhattacharya
President

for CREA

Sashwati Banerjee
Sashwati Banerjee
Secretary

Place : New Delhi

Date : *September 20, 2011*

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, 2011

Amount in ₹

PARTICULARS	AMOUNT	PARTICULARS	AMOUNT
EXPENDITURE		INCOME	
Bank Charges	11,671.81	Grants Transferred (Refer to Schedule 1)	23,354,420.62
Books & Periodicals	29,992.00	Other Income	
Electricity & Water	144,198.00	Bank Interest Earned	1,847,433.15
Traveling Expenses	2,581,196.00	Transfer from Deferred Income	362,600.00
Local Conveyance	141,750.00	Miscellaneous Receipts	258,742.00
Office Expenses	134,892.00		2,468,775.15
Office Rent	822,500.00		
Postage & Courier	156,527.00		
Telephone, Fax & Internet Charges	342,675.00		
Printing & Stationery	20,852.00		
Repairs & Maintenance - Office	109,177.00		
Repairs & Maintenance - Computer	154,264.00		
Repairs & Maintenance - Equipment	71,976.00		
Office Insurance	11,908.00		
Salaries	5,568,805.00		
Staff Benefits	261,562.00		
Technical & Professional Services	5,454,027.00		
Workshop/Seminar/ Meetings	5,663,126.00		
Depreciation	362,600.00		
Publications Cost	1,084,398.00		
Audit Fees	183,254.00		
Website Development & Maintenance	90,725.00		
Exchange Loss	200,372.60		
Recoverable Written off	1,199.00		
Gratuity	261,755.00		
	23,865,402.41		
Surplus carried forward to General Fund	1,957,793.36		
Total	25,823,195.77	Total	25,823,195.77

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

As per our report of even date

for Singh Krishna & Associates

Chartered Accountants

Firm's Registration No. 008714C

Dalip

Dalip Bajaj

Partner

M. No. 500252



Place : New Delhi

Date : September 20, 2011

for CREA

S. Bhattacharya

Sohini Bhattacharya

President

for CREA

Sashwati Banerjee

Sashwati Banerjee

Secretary

CREATING RESOURCES FOR EMPOWERMENT IN ACTION (CREA)

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

RECEIPT AND PAYMENT ACCOUNT FOR THE YEAR ENDED MARCH 31, 2011

Amount in ₹

RECEIPTS	AMOUNT	PAYMENTS	AMOUNT
Opening Balances		Fixed Assets	
Cash in Hand	58,348.50	Computers	98,229.00
Foreign Currency in Hand	92,875.00	Office Equipment	45,841.00
Standard Chartered Bank (A/c No. - 52011027505)	7,263,872.97	Furniture & Fixtures	84,906.00
Standard Chartered Bank (A/c No. - 52011027521)	57,273.92		
ICICI Bank (A/c No. - 006501100964)	169,177.00		
Fixed Deposits	22,938,607.00		
	30,580,154.39		228,976.00
Grants Received		Expenses	
Global Fund for Women	1,016,900.00	Bank Charges	11,671.81
International Women's Health Coalition	1,592,275.00	Books & Periodicals	29,992.00
Oxfam Novib	1,255,946.00	Electricity & Water	144,198.00
The Astraea Foundation	1,306,500.00	Traveling Expenses	2,583,079.00
CREA New York (MDG3 Fund)	2,441,229.08	Local Conveyance	144,618.00
The Ford Foundation	5,981,300.00	Office Expenses	134,892.00
Oxfam India	2,495,000.00	Office Rent	840,000.00
Reproductive Health Matters (RHM)	956,750.00	Postage & Courier	154,842.00
International Planned Parenthood Federation	371,365.71	Telephone, Fax & Internet Charges	361,380.00
	17,417,265.79	Printing & Stationery	8,206.00
	1,350,800.56	Repairs & Maintenance - Office	114,054.00
		Repairs & Maintenance - Computer	154,264.00
		Repairs & Maintenance - Equipment	77,638.00
Other Receipts		Office Insurance	12,709.00
Bank Interest Earned	1,271,858.56	Salaries	5,593,805.00
Miscellaneous Receipts	78,942.00	Staff Benefits	228,442.00
		Technical & Professional Services	5,226,831.00
		Workshop/Seminar/ Meetings	5,656,372.00
		Publications Cost	1,084,398.00
		Audit Fees	172,233.00
		Website Development & Maintenance	90,725.00
		Advances (Net of Recoveries)	318,237.00
			23,142,586.81
		Closing Balances	
		Cash in Hand	67,182.50
		Foreign Currency in Hand	174,101.00
		Standard Chartered Bank (A/c No. - 52011027505)	1,241,705.88
		Standard Chartered Bank (A/c No. - 52011027521)	58,721.55
		ICICI Bank (A/c No. - 006501100964)	71,379.00
		Fixed Deposits	24,363,568.00
			25,976,657.93
Total	49,348,220.74	Total	49,348,220.74

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

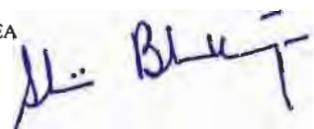
As per our report of even date

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

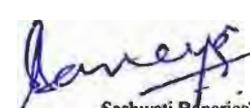

Dalip Bajaj
Partner
M. No. 500252



for CREA


Sohini Bhattacharya
President

for CREA


Sashwati Banerjee
Secretary

Place : New Delhi

Date : September 30, 2011

CREATING RESOURCES FOR EMPOWERMENT IN ACTION (CREA)

SCHEDULES FORMING PART OF BALANCE SHEET AS AT MARCH 31, 2011

Schedule 1 - Grant Accounts

Amount in ₹

Particulars	Opening Balance as on April 1, 2010		Received during the year	Total	Credited to Income and Expenditure A/c	Credited to Deferred Revenue Fund	Total	Closing Balance as on March 31, 2011	
	Unutilised Grants	Grants Receivable						Unutilised Grants	Grants Receivable
The Ford Foundation	1,249,592.83	-	5,981,300.00	7,230,892.83	7,093,133.83	137,759.00	7,230,892.83	-	-
Global Fund for Women	721,185.81	-	1,016,900.00	1,738,085.81	892,290.06	-	892,290.06	845,795.75	-
International Women's Health Coalition	-	236,248.50	1,596,748.50	1,360,500.00	2,309,207.30	97,516.00	2,406,723.30	-	1,046,223.30
Oxfam Novib	1,309,756.00	-	1,255,946.00	2,565,702.00	2,871,933.00	9,188.00	2,881,121.00	-	315,419.00
MDG3 Fund	161,942.00	-	-	161,942.00	-	-	-	161,942.00	-
CREA New York (MDG3 Fund)	-	1,710,245.00	2,519,765.18	809,520.18	6,449,106.18	18,638.00	6,467,744.18	-	5,658,224.00
International Planned Parenthood Federation	-	-	371,365.71	371,365.71	194,540.00	-	194,540.00	176,825.71	-
Oxfam India	-	-	2,495,000.00	2,495,000.00	2,495,000.00	-	2,495,000.00	-	-
Reproductive Health Matters (RHM)	-	-	956,750.00	956,750.00	181,524.50	-	181,524.50	775,225.50	-
The Astraera Foundation	-	-	1,306,500.00	1,306,500.00	867,685.75	-	867,685.75	438,814.25	-
Total	3,442,476.64	1,946,493.50	17,500,275.39	18,996,258.53	23,354,420.62	263,101.00	23,617,521.62	2,398,603.21	7,019,866.30



S. B. B. B.

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CREATING RESOURCES FOR EMPOWERMENT IN ACTION (CREA)

SCHEDULES FORMING PART OF BALANCE SHEET AS AT MARCH 31, 2011

Schedule 2 - Fixed Assets

Particulars	Amount in ₹							
	W.D.V as on 01.04.10	Additions		Deductions	Total as on 31.03.11	Rate of Depreciation	Depreciation for the year	W.D.V as on 31.03.11
		upto 30.09.10	after 30.09.10					
Fixed Assets Acquired out of Project Funds								
Computers and Printers	235,197.00	46,779.00	85,575.00	-	367,551.00	60%	194,858.00	172,693.00
Office Equipment	509,618.00	22,600.00	23,241.00	-	555,459.00	15%	81,576.00	473,883.00
Office Furniture	811,625.00	15,168.00	69,738.00	-	896,531.00	10%	86,166.00	810,365.00
Total	1,556,440.00	84,547.00	178,554.00	-	1,819,541.00		362,600.00	1,456,941.00



S. Singh

Singh Kashina & Associates

CREATING RESOURCES FOR EMPOWERMENT IN ACTION (CREA)

SCHEDULES FORMING PART OF THE ACCOUNTS FOR THE YEAR ENDED MARCH 31, 2011

Schedule 3 - Accounting Policies and Notes on Accounts

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 expenditure, are treated as income of the year. After fulfillment of obligations attached with a particular grant, any unutilised amount of the grant is transferred to the Income & 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 income. Amount equivalent to depreciation charged on such assets is transferred to income and expenditure account from the deferred income.
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 has been 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.

Signatories to Schedule 1 to 3

As per our report of even date

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



(Dalip Bajaj)
Partner
M. No. 500252



Place : New Delhi

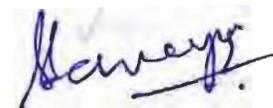
Date : September 20, 2011

for CREA



(Sohini Bhattacharya)
President

for CREA



(Sashwati Banerjee)
Secretary

SINGH KRISHNA & ASSOCIATES

Chartered Accountants

8, Ground Floor, Krishna Market, Kalkaji, New Delhi – 110 019
Tel. 32500444, Telefax 40590344, e-mail skaca@airtelmail.in

AUDITORS' REPORT

To the Members of the General Body of

Creating Resources for Empowerment in Action

We have audited the attached Balance Sheet of Creating Resources for Empowerment in Action (CREA), a Society registered under the Societies Registration Act, 1860, as at March 31, 2012 and also the Income and Expenditure Account and the Receipt and Payment Account for the year ended on that date annexed thereto. These financial statements are the responsibility of the management of the Society. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in India. Those Standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

We report that:

- (i) we have 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, Income and Expenditure Account and Receipt and Payment Account dealt with by this report are in agreement with the books of account;
- (iv) in our opinion, the Balance Sheet, Income and Expenditure Account and Receipt and Payment Account dealt with by this report comply with the applicable accounting standards issued by the Institute of Chartered Accountants of India;
- (v) in our opinion and to the best of our information and according to the explanations given to us, the said accounts give 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, 2012;
 - b) in the case of the Income and Expenditure Account, of the surplus for the year ended on that date; and
 - c) in the case of the Receipt and Payment Account, of the receipts and payments for the year ended on that date.

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


(Dalip Bajaj)
Partner
M. No. 500252



Place : New Delhi

Date : September 21, 2012

CREATING RESOURCES FOR EMPOWERMENT IN ACTION (CREA)

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

BALANCE SHEET AS AT MARCH 31, 2012

Amount in ₹

LIABILITIES	AMOUNT	ASSETS	AMOUNT
GENERAL FUND		FIXED ASSETS (Refer to Schedule 2)	1,274,098.00
Opening Balance	35,491,528.25	INVESTMENTS	4,000,000.00
Add: Surplus brought forward from the Income and Expenditure Account	2,907,718.98	CURRENT ASSETS, LOANS, ADVANCES, ETC.	
	38,399,247.23	CURRENT ASSETS	
GRANT ACCOUNT (Refer to Schedule 1)	8,118,918.96	Grants Receivable (Refer to Schedule 1)	652,500.00
DEFERRED REVENUE FUND		Cash in Hand	19,657.50
Opening Balance	1,456,941.00	Foreign Currency in Hand	148,934.00
Add: Fixed Assets Acquired out of Project Funds	278,428.00	Standard Chartered Bank (A/c No. - 52011027505)	8,262,213.78
Less: Amount Transferred to Income and Expenditure Account	461,271.00	ICICI Bank (A/c No. - 006501100964)	76,212.00
	1,274,098.00	Standard Chartered Bank (A/c No. - 52011027521)	218,943.84
EARMARKED FUNDS		Fixed Deposits (Incl. Accrued Interest thereon)	32,767,229.62
Pushing the Frontiers : A Meeting		LOANS, ADVANCES AND OTHER ASSETS	
Opening Balance	257,419.00	(recoverable in cash or in kind or for value to be received)	
Less: Funds Utilised	-	Advances	2,328,830.45
	257,419.00	Security Deposits	32,091.00
CURRENT LIABILITIES AND PROVISIONS			2,360,921.45
TDS Payable	16,284.00	Total	49,780,710.19
Sundry Creditors for Expenses	355,472.00		
Sundry Creditors for Fixed Assets	195,250.00		
Provision for Gratuity	1,165,021.00		
	1,731,027.00		
Total	49,780,710.19	Total	49,780,710.19

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

As per our report of even date

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

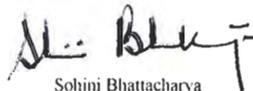

Dalip Bajaj
Partner
M. No. 500252

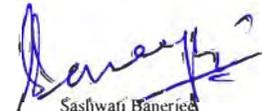


Place : New Delhi

Date : September 21, 2012

for Creating Resources for Empowerment in Action


Sohini Bhattacharya
President


Sashwati Banerjee
Secretary

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, 2012

Amount in ₹

PARTICULARS	AMOUNT	PARTICULARS	AMOUNT
EXPENDITURE		INCOME	
Bank Charges	14,935.54	Grants Transferred (Refer to Schedule 1)	21,259,438.00
Books and Periodicals	10,209.00	Other Income	
Electricity and Water	175,673.00	Interest Income	2,262,461.65
Travelling Expenses	2,543,922.00	Miscellaneous Income	432,367.00
Local Conveyance	183,432.00	Transfer from Deferred Revenue Fund	461,271.00
Office Expenses	186,601.00	Foreign Exchange Gain	212,837.87
Office Rent	840,000.00		
Postage and Courier	312,300.00		
Telephone, Fax and Internet Charges	433,885.00		
Printing and Stationery	123,916.00		
Repairs and Maintenance - Office	81,084.00		
Repairs and Maintenance - Computer	167,632.00		
Repairs and Maintenance - Equipment	50,923.00		
Office Insurance	17,127.00		
Salaries and Allowances	6,941,525.00		
Staff Benefits	364,829.00		
Technical and Professional Services	2,859,546.00		
Workshop/ Seminar/ Meetings	4,499,558.00		
Depreciation	262,486.00		
Publications Cost	851,117.00		
Audit Fees	111,502.00		
Advances/ Recoverables Written Off	12,195.00		
Website Development and Maintenance	176,683.00		
Loss on Sale of Assets	178,785.00		
Gratuity	320,791.00		
	21,720,656.54		
Surplus carried forward to General Fund	2,907,718.98		
Total	24,628,375.52	Total	24,628,375.52

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

As per our report of even date

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

Dalip Bajaj
Dalip Bajaj
Partner
M. No. 500252



Place : New Delhi

Date : September 21, 2012

for Creating Resources for Empowerment in Action

Sohini Bhattacharya
Sohini Bhattacharya
President

Sashwati Banerjee
Sashwati Banerjee
Secretary

CREATING RESOURCES FOR EMPOWERMENT IN ACTION (CREA)

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

RECEIPT AND PAYMENT ACCOUNT FOR THE YEAR ENDED MARCH 31, 2012

Amount in ₹

RECEIPTS	AMOUNT	PAYMENTS	AMOUNT
Opening Balances		Fixed Assets	
Cash in Hand	67,182.50	Computers	69,125.00
Foreign Currency in Hand	174,101.00	Office Equipment	2,350.00
Standard Chartered Bank (A/c No. - 52011027505)	1,241,705.88	Furniture & Fixtures	25,828.00
Standard Chartered Bank (A/c No. - 52011027521)	58,721.55		
ICICI Bank (A/c No. 006501100964)	71,379.00		
Fixed Deposits	24,363,568.00		
		Expenses	
	25,976,657.93	Bank Charges	14,935.54
Grants Received		Books and Periodicals	10,209.00
The International Women's Health Coalition	1,577,850.00	Electricity and Water	172,453.00
Oxfam Novib	1,348,875.00	Travelling Expenses	2,431,576.00
CREA New York (MDG3 Fund)	13,125,158.88	Local Conveyance	187,003.00
The Ford Foundation	9,460,500.00	Office Expenses	186,601.00
Oxfam India	652,500.00	Office Rent	840,000.00
Reproductive Health Matter (RHM)	1,339,020.00	Postage and Courier	315,204.00
The Astraea Foundation	1,305,600.00	Telephone, Fax and Internet Charges	430,154.00
Avon Foundation	2,703,000.00	Printing and Stationery	104,666.00
EMpower - The Emerging Markets Foundation Ltd	1,531,500.00	Repairs and Maintenance - Office	81,084.00
Institute of International Education (IIE)	756,750.00	Repairs and Maintenance - Computer	167,632.00
		Repairs and Maintenance - Equipment	52,048.00
	33,800,753.88	Office Insurance	17,810.00
Other Receipts		Salaries and Allowances	7,048,725.00
Interest Received	2,290,594.81	Staff Benefits	400,360.00
Miscellaneous Receipts	612,167.00	Technical and Professional Services	3,252,873.00
Income Tax Refund	172,110.00	Workshop/ Seminar/ Meetings	4,380,025.00
		Publications Cost	850,265.00
	3,074,871.81	Website Development and Maintenance	170,433.00
		Audit Fees	111,493.00
		Foreign Exchange Loss	13,809.96
		Advances (Net of Recoveries)	1,241,163.00
		Closing Balances	
		Cash in hand	19,657.50
		Foreign Currency in Hand	148,934.00
		Standard Chartered Bank (A/c No. - 52011027505)	8,262,213.78
		Standard Chartered Bank (A/c No. - 52011027521)	218,943.84
		ICICI Bank (A/c No. - 006501100964)	76,212.00
		Fixed Deposits	31,548,497.00
Total	62,852,283.62	Total	62,852,283.62

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

As per our report of even date

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

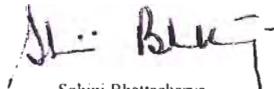

Dalip Bajaj
Partner
M. No. 500252

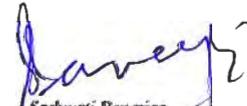


Place : New Delhi

Date : September 21, 2012

for Creating Resources for Empowerment in Action


Sohmi Bhattacharya
President


Sashwati Banerjee
Secretary

CREATING RESOURCES FOR EMPOWERMENT IN ACTION (CREA)

SCHEDULES FORMING PART OF BALANCE SHEET AS AT MARCH 31, 2012

Schedule 1 – Grant Accounts

Particulars	Opening Balance as at April 1, 2011		Received during the year	Total	Credited to Income and Expenditure A/c	Credited to Deferred Revenue Fund	Total	Closing Balance as at March 31, 2012		Amount in ₹
	Unutilised Grants	Grants Receivable						Unutilised Grants	Grants Receivable	
The Ford Foundation	-	-	9,460,500.00	9,460,500.00	4,531,801.75	215,250.00	4,747,051.75	4,713,448.25	-	-
Global Fund For Women	845,795.75	-	-	845,795.75	843,445.75	2,350.00	845,795.75	-	-	-
The International Women's Health Coalition	-	1,046,223.30	1,577,850.00	531,626.70	531,626.70	-	531,626.70	-	-	-
Oxfam Novib	-	315,419.00	1,348,875.00	1,033,456.00	1,033,456.00	-	1,033,456.00	-	-	-
MDG3 Fund	161,942.00	-	-	161,942.00	-	-	-	161,942.00	-	-
CREA New York (MDG3 Fund)	-	5,658,224.00	12,949,953.05	7,291,729.05	7,291,729.05	-	7,291,729.05	-	-	-
IPPF	176,825.71	-	-	176,825.71	-	-	-	176,825.71	-	-
Oxfam India	-	-	652,500.00	652,500.00	1,305,000.00	-	1,305,000.00	-	-	652,500.00
Reproductive Health Matter (RHIM)	775,225.50	-	1,339,020.00	2,114,245.50	1,235,468.28	-	1,235,468.28	878,777.22	-	-
The Astraea Foundation	438,814.25	-	1,305,600.00	1,744,414.25	1,272,634.48	-	1,272,634.48	471,779.77	-	-
Avon Foundation	-	-	2,703,000.00	2,703,000.00	2,642,172.00	60,828.00	2,703,000.00	-	-	-
EMpower - The Emerging Markets Foundation Ltd	-	-	1,531,500.00	1,531,500.00	224,489.24	-	224,489.24	1,307,010.76	-	-
Institute of International Education (IIE)	-	-	756,750.00	756,750.00	347,614.75	-	347,614.75	409,135.25	-	-
Total	2,398,603.21	7,019,866.30	33,625,548.05	29,004,284.96	21,259,438.00	278,428.00	21,537,866.00	8,118,918.96	652,500.00	652,500.00









CREATING RESOURCES FOR EMPOWERMENT IN ACTION (CREA)

SCHEDULES FORMING PART OF BALANCE SHEET AS AT MARCH 31, 2012

Schedule 2 - Fixed Assets

Particulars	W.D.V. as at 01.04.11	Additions		Deductions	Total as on 31.03.12	Rate of Depreciation	Depreciation for the year	W.D.V. as at 31.03.12
		upto 30.09.11	after 30.09.11					
Fixed Assets Acquired out of Project Funds								
Computers and Printers	172,693.00	35,000.00	-	28,094.00	179,599.00	60%	107,758.00	71,841.00
Office Equipment	473,883.00	2,350.00	215,250.00	140,003.00	551,480.00	15%	75,468.00	476,012.00
Furniture & Fixtures	810,365.00	-	25,828.00	30,688.00	805,505.00	10%	79,260.00	726,245.00
Total	1,456,941.00	37,350.00	241,078.00	198,785.00	1,536,584.00		262,486.00	1,274,098.00

Signature



Signature

CREATING RESOURCES FOR EMPOWERMENT IN ACTION (CREA)

SCHEDULES FORMING PART OF THE ACCOUNTS FOR THE YEAR ENDED MARCH 31, 2012

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 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 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 has been 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 recognized 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 ₹ 8,40,000.

Signatories to Schedule 1 to 3

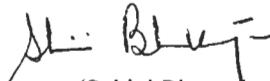
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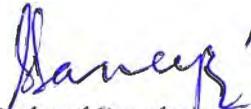
for Singh Krishna & Associates
Chartered Accountants
Firm's Registration No. 008714C


(Dalip Bajaj)
Partner
M. No. 500252



for Creating Resources for Empowerment in Action


(Sohini Bhattacharya)
President


(Sashwati Banerjee)
Secretary

Place : New Delhi

Date : September 21, 2012