Sustainable Communities
&
Sustainable Development Goals

Annual Report
2019-20

PUkAR

Before I Begin….A Moment of Reflection…

How do I begin this report that is supposed to tell our readers, supporters, partners, and well-wishers how PUKAR performed during the last financial year? How do I pen this journey of that past year when at the current moment we seem to be living through unprecedented times! An era filled with collective human experiences of trauma, loss, anxieties, fear and hopes. The pandemic has upended the world; pandemic that was brought about by the unsatiating greed of Homosapiens for more comfort, more wealth and conquering attitude towards Mother Earth. Competition instead of collaboration became the coin of realm and cavalier encroachments into spaces of other living creatures 'Our Right'. This condescension brought on this pandemic and with it, floundering economies, helpless governments, collapsing institutions, mounting mortality and notion of global gloom and doom. It created massive migrations, deepening the marginalization and destitution of many vulnerable communities around the globe. In such moment of complete rupture, does looking back at the better times will give us the hope for a better tomorrow?

With such anguished mind and yet with an invincible faith in the goodness of humanity, I begin this report. Steeped in boundless hope that when I write this report next year, I would be writing the stories of miracles of science and technology, of human generosity and of indomitable human spirit.

Dr. Anita Patil-Deshmukh
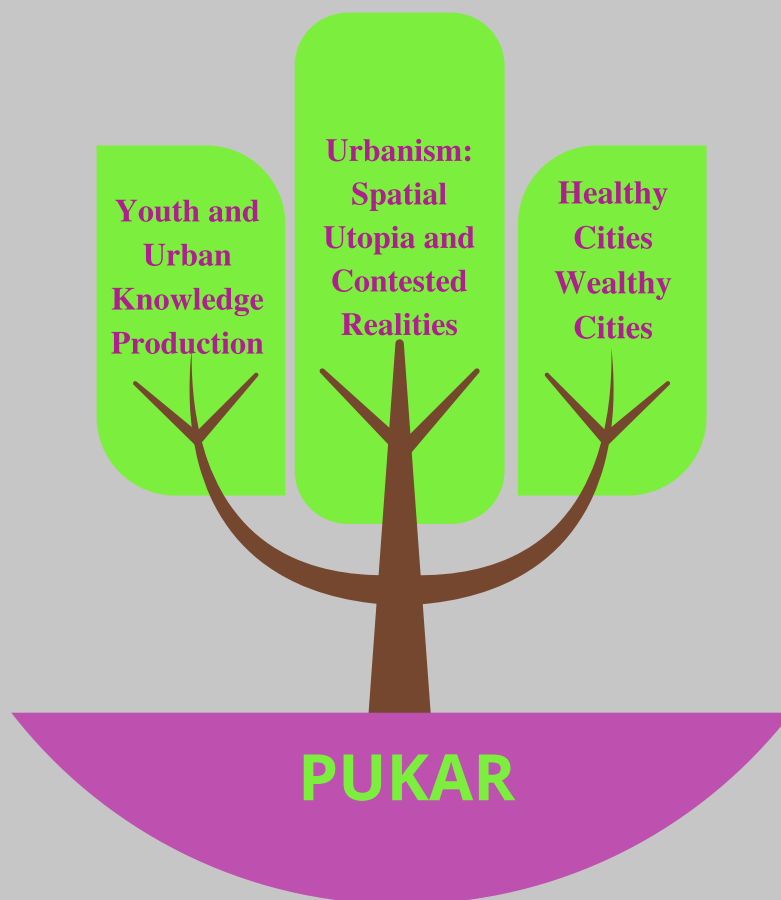Executive Director and Program Facilitator

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Partners for Urban Knowledge, Action and Research (PUKAR) is an independent action-research collective and knowledge producing institution based in Mumbai. It democratizes knowledge production by enabling marginalized, community based-youth to conduct multi-sectoral, cross-disciplinary, community based, participatory action-research on issues related to urbanization. Empowered Barefoot Researcher create evidence-based knowledge, privileging indigenous knowledge and use it to engage with relevant stakeholders for self-transformation and transformation of their communities, thus creating inclusive, equitable, and sustainable communities.

PUKAR conducts its research action projects under three different verticles of Education, Gender and Health & Governance.

Youth and Urban Knowledge Production

Urbanism: Spatial Utopia and Contested Realities

Healthy Cities Wealthy Cities

PUKAR

VISION

PUKAR aims to create a world class incubator for producing knowledge, ideas, and innovations about global cities and communities through the lens of marginalized youth. It recognizes the centrality of space of reflection,conversation and activism for transforming developmental paradigm of urbanizing inter-dependent world to make it equitable, just and harmonious.

MISSION

It aims to democratize research among disenfranchised youth and communities, who will use research as a tool for empowering themselves and creating knowledge that contributes towards making their communities inclusive and sustainable.

THEORY OF CHANGE

Empowered Barefoot Researcher who create evidence-based knowledge and use it to engage with relevant stakeholder for creating inclusive, equitable, and sustainable communities

PUKAR's GUIDING PRINCIPLES

WE are guided by the principle of right to research and democratization of knowledge creation and knowledge ownership.

WE work through the lens of youth and recognize the importance of indigenous knowledge within the communities created by the youth.

WE are committed to respecting diversity, plurality, electoral democracy and foster through our work, inclusive, equitable and just communities.

WE work at the cross section of academic and community-based Action-Research and bring to the fore the voices of the subaltern communities.

WE value dignity of labour and decentralization of power in operational strategies of the organization.

WE believe in participatory decision-making process at every level in the organization and foster the same in all our projects and communities.

WE believe in creating mutually enriching partnerships, respectful collaborations with organizations,institutions and individuals who support our vision.

WE believe that our paradigm of knowledge creation is a unique experiment that puts us in a leadership position. Therefore, we aim to be the best in that sphere.

WE strive for excellence, accountability, transparency, honesty and professionalism.

Partners

Local Partners:

Azim Premji Philanthropic Initiatives
CHIP Mumbai
Dr. BMN College of Home Science
GN Khalsa College
OSCAR Foundation
Raah Foundation
Sonopant Dandekar College
Stree Bal Shakti
SWASTH Foundation
Tata Institute of Social Sciences

Global Partners:

Empower- The Emerging Markets Foundation
India Development Service, USA
National Science Foundation
Northeastern University
Stichting Daida Foundation
The Ford Foundation
Tufts University
University of Chicago
Volkart Foundation

Youth & Urban Knowledge Production; "Karake Sikho" Contributing to SDG 4, 5 & 8

Life of female auto-rikshaw drivers In Mumbai suburbs

Rise In mob lynching and its impact on Muslim community in Jogeshwari

Public Distribution System in Cheeta Camp and its impact

Banjara Community Girls' Educational Opportunities in Kalva Locality

Stress factors affecting collage students

Defunct toilets in Jai Bhim Nagar, Powai and its impact On citizens

Rediscovering Poisar river of Mumbai

Knowledge of Indian Constitution among College Students

Aspirations and lived reality of youth from Ambujawadi

WHERE YOUTH POWER GETS CHANNELIZED THROUGH PARTICIPATORY ACTION-RESEARCH FOR CREATION OF EXPERIENCE BASED KNOWLEDGE THAT RESULTS IN SELF AND COMMUNITY TRANSFORMATION

This flagship program of PUKAR, a 11 month long Fellowship, creates a cadre of community-based youth leadership from subaltern communities from five districts around Mumbai covering 23+ Million people. It enables them with participatory research skills to conduct research on problems in their own communities and comeup with community-based solutions. In the process they learn all the important soft skills for employability, *skills suggested by the World Economic Forum that will help them contribute to the economic growth of the country*. This helps to fulfill SDG no. 8.

The fellowship for the 14th cohort began in July 2019. The aspirations were riding high on shoulders of 70 eager, enthusiastic, passionate youth who were ready to dive into pool of opportunities provided by this fellowship and receive at the end that coveted certificate by PUKAR and Tata Institute of Social Science. They were ready to learn to be the *Leaders* of their communities, the *Changemakers* and the conscious *contributing citizens*. Talking about citizenship, Arjun Appadurai, PUKAR's founder claims that full citizenship in today's world requires the capacity to make strategic enquiries that requires the capacity to conduct research.

Our cohort represented the minuscule India with diversities of gender, religions, caste, geography, languages, sexual orientations, and as always, was led by the girls thus taking a baby step towards the SDG No. 5. Three residential camps and many full day workshops conducted by resource persons of domain expertise created a space for the participants to learn skills that are important in preparing them to lead a successful life in the 21st century.

I and my group were anxious and bit nervous about the camp but once we reached here, we easily got gelled with others. The activities which we took part in, introduced me to many other people who had more or less similar stories. The whole experience got me and my friends more excited about the course as we are eagerly waiting for it to start.

- Jamila Khan, Free minded Group
After first residential camp

The YF learning always has followed an alternative pedagogy of Community Based Participatory Action Research (CBPAR), the mantra being 'Karake Sikho". Sustainable Communities are big part of SDGs and hence taking centrality of space in discourses in every field. Community Based Participatory Research Action (CBPAR) argues Arjun Appadurai "democratizes research, give credence to community based indigenous knowledge and enables the community members to have a voice in the envisioning of their own future, thus making them sustainable". Supported and mentored by resource people with domain expertise, expert facilitators and trained mentors guided the groups in their various learnings.

Anju Uppal during a workshop

The atmosphere in residential workshops was always peppered with fierce arguments and dialogues, debates across the isles, games, puzzles, role plays and human sculptures, not to miss the race to prepare more 'roties' in the community kitchen and fun, frolic and repartees. The diversity of the participants stimulated the cross learning and cross fertilization of ideas, principles and solutions.

Anju Uppal facilitating 'Power Walk' activity

Resolving struggles of layered identities through self-reflections, writing own biography to know oneself better was an eye opener for many. Engaging with the societal issues from the perspective of the communities, reflecting upon one's own space and location in their communities as youth, as leaders, as consumers and as aspirants, and learning to negotiate all these positions under the prevalent social construct, were both frightening and liberating experiences for the Barefoot Researchers. The realizations that in many areas some are privileged while some are victims of societal structures, but even the victims can also be perpetrators especially in areas of gender and environment was a sobering thought for many. From Gender and Caste, Research Instruments and Ethics, Communications and Environment, all the resource persons walked the Barefoot Researchers through a maze of complexities involved in these topics.

Sunil Gangavane facilitating a session on 'Gender, Sex & Sexuality'

With so many activities which I took part in, I feel more confident to talk about gender issues.

- Rohit Kanojiya, Community Research Group

Importance of Research: *Research is hardly ever taught in our schools and colleges creating a huge gap for skilled researchers in many critical industries, not just hurting the country but also curtailing the opportunity of good livelihoods for many. PUKAR's YFP tries to fill this gap.* The workshops related to research started with learning ethics. Research Ethics, a word hardly existing in Indian lexicon, was something they heard over and over again, whether for research or for communications. Empathetic listening and unlearning were strange concepts for the participants, fraught with fear and scepticism.

A fellow designing a poster

All the research instruments, like surveys, interviews, community mapping, observations, case studies and even RTI were discussed and taught and the youth had to pilot test every instrument with a role play.

A group presenting a map prepared during 'Mapping' workshop

Until now, throughout my life, I only learned theory. But today I got to learn the process of Mapping as well as got to practice it with my group by building our own map. The whole process was so enjoyable and engaging that I will never ever forget this process of 'Community Mapping'.
- Priyanka Panda, Lakshya Group

With help of their expert and ever smiling facilitators and Alu-Mentors, the groups achieved the interesting task of deciding upon the research topic that was anchored in their communities and related to their daily life.

"Pehchan" by Nandita Das, the celebrated actress, script writer, film director, activist:

On October 6, 2019, Team PUKAR had great honour to host, one of the PUKAR's trustees, Ms. Nandita Das, to address the question of individual and collective identity. Staring with skin colour, Ms. Das deftly dissected through religion, caste, class, gender, to regional and political ideology as they shape our identity.

Nandita Das conducted a worskhop on 'Pehchan'

Today Nanditaji, not only explained the formation of our identity based on the social structures but also taught us to defend it through non-violent means. Through the conversation today I also learned to be confident about me and my choices while also respecting other's preferences and being mindful before judging people based on media stereotypes.

- Kulsum Khan, Free Minded Group

Climate Change:

With Climate Change disrupting our lives through floods, cyclones, droughts and pollution, creating mass misery and dislocations, environmental awareness has become a critical aspect of life on our planet.

Anand Pendharkar conducting 'Climate Change' workshop

So, today I want to pledge that I will celebrate all my festivals with eco-friendly products and will do my best to minimize my waste
- Prasanna Shikhare, Eklavya Group

Innovations: Environment Module:

In view of the above, we decided to create and incorporate a separate module based on environment as 2 credit course in the YFP. This online module covers SDGs, fundamental knowledge about climate change through videos, puzzles, charts and graphs and images. Our experiences inform us that the youth enjoyed solving these puzzles and responding to questions.

Community Engagement:

The next exciting step was to actually engage with their community partners and start collecting data that began November onwards. Since majority of the communities that our Barefoot Researchers hail from are marginalized, the residents of these communities were deeply impacted with the political debates of CAA and NRC raging in the country. Lurking fears of being deported, abused or taken away prevented many community residents to come forward to give personal information on subjects like Mob Lynching or constitution. Many parents of our Barefoot Researchers were also concerned about the safety of their wards hence reluctant to allow them to venture out. Against all these odds, our Barefoot Researchers continued this tough work that normally is the best part of this fellowship. After this step they all went through one day workshops on Data entry, data cleaning, data analysis and solutions by February.

Lockdown:

By the time March end came, when the Lockdown arrived with the Contagions, they were all busy creating their final reports and presentation for the final graduation day.

Accomplishments

Youth Fellowship - Karke Sikho

179
Youth Became Change Agents

15 Research projects completed

49 Workshops conducted

15 Communities reached

32 Dissemination activities conducted for advocacy

**2620** Indirect benificieries

WHERE DOCUMENTATION BECOMES INTERVENTION AND DEMAND FOR DISTRIBUTIVE JUSTICE AND GOOD GOVERNANCE LEADS RESEARCH-BASED ACTION.

"Feeling Like A Real Citizen"

Sitaram Vardha of Kosbaad tribal village came out of the voting booth looking thrilled with himself!! The joy on his face was infectious! He started telling his friends that he was feeling like a real citizen after all these years! That he could vote for the first time in his life. He had been trying to get a voting card for past 25 long years. From Grampanchayat Sarpanch to Gramsevak to ZP officers… he tried and begged everyone. Even spent INR 17,000 for an agent who promised to get his voters registration but vanished with the money. Finally,when he heard about PUKAR E-Sevak, Sitaram told him the Katha of this Voters Registration. The E-Sevak went into overdrive and got Sitaram his Precious Voters card and Sitraam voted!!!!
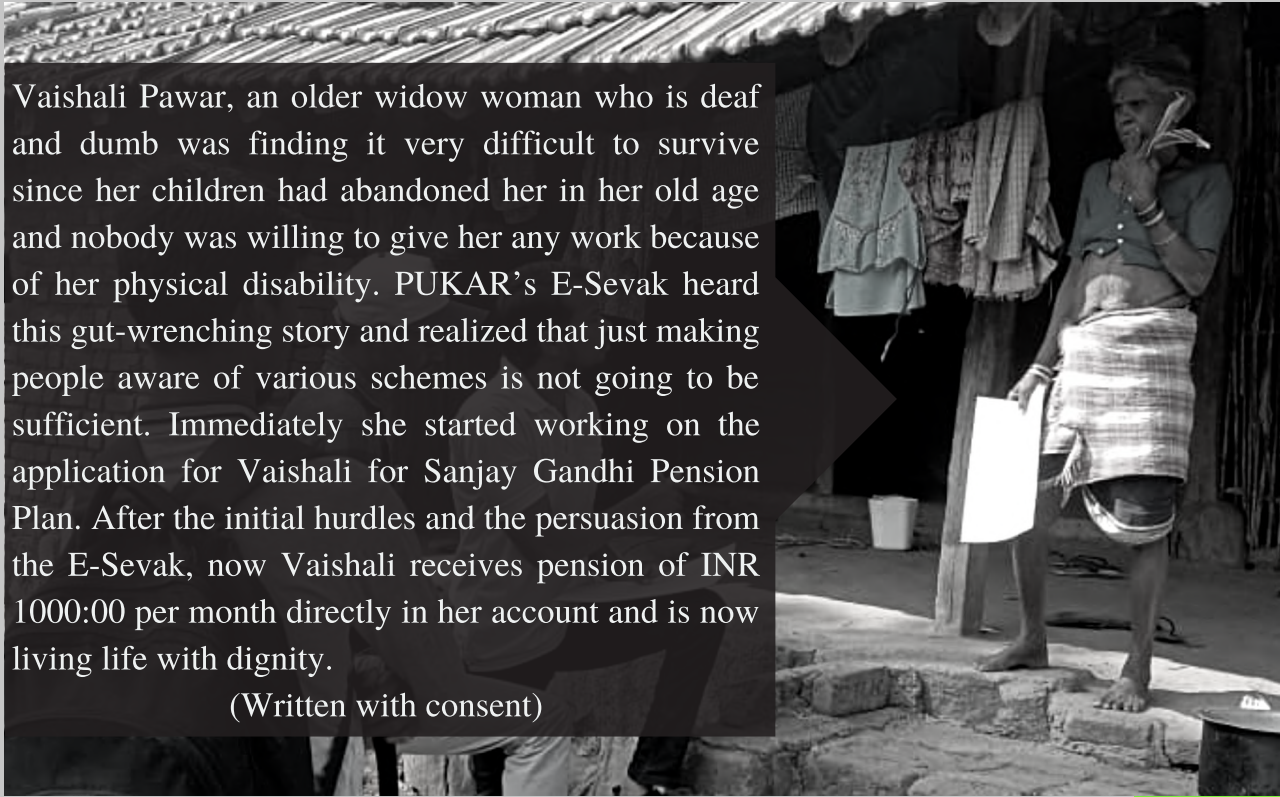   (Written with consent)
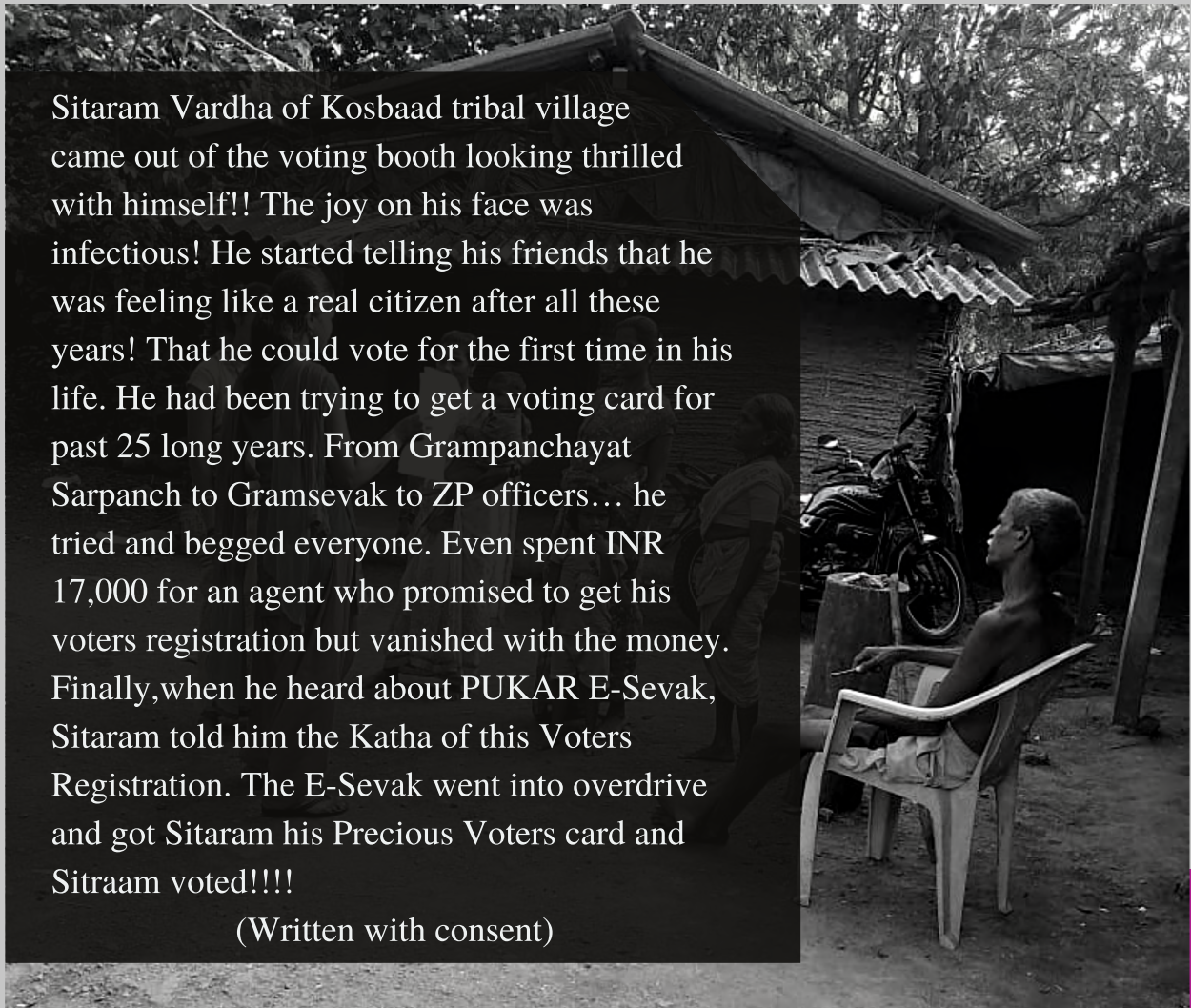
Winning Trust, Winning Hearts, Changing Lives

Such is the magic of our E-Sevaks! 2 of them located in each village, girls and boys in equal proportions, Adivasis and Kunbis shoulder to shoulder….empowered with 158 training sessions related to ICT, Governance, E-Governance, leadership, active citizenship, Indian Constitution, Research and Ethics, procedures for obtaining benefits of 35 + governmental schemes for the tribal population!!! Armed with this, they started zooming out each day on their Mobikes, going Pada to Pada!!! They have been visiting every home, spending time explaining to villagers the knowhows of every scheme. Thus, they empowered **25440 villagers** in the **23 villages.** *After doing the rounds of knowledge transfer and awareness it dawned on the E-Sevaks that just sharing knowledge was not going to increase their participation* in these life altering schemes. What was equally important was to demonstrate what steps need to be taken in order to apply and enjoy the benefits. So, they started helping their villagers apply for various schemes, be it 'Safal Bima Yojana', Marriage Certificate, Pension Funds or registering as a voter. After applying if no further communications were received from the authorities, the E-Sevaks followed every household and supported them till the end. **This delivered 31209 services to the villagers at various times.**

"Living with Dignity"

Vaishali Pawar, an older widow woman who is deaf and dumb was finding it very difficult to survive since her children had abandoned her in her old age and nobody was willing to give her any work because of her physical disability. PUKAR's E-Sevak heard this gut-wrenching story and realized that just making people aware of various schemes is not going to be sufficient. Immediately she started working on the application for Vaishali for Sanjay Gandhi Pension Plan. After the initial hurdles and the persuasion from the E-Sevak, now Vaishali receives pension of INR 1000:00 per month directly in her account and is now living life with dignity.

(Written with consent)

When people started receiving the money in their accounts for various schemes, they started believing in these schemes and started looking up to the E-Sevaks as their partners who had won their hearts. **With heartening support from Azim Premji Philanthropic Initiative, this project has transformed the villagers in a big way.**

On Governance side increasing the demand for better governance has been the key objective of this endeavour. In order to fulfill that objective, many things were ideated and executed. Meetings with Grampanchayat members and educating them on various schemes and building collaborations with them was of primary importance to the Core Team and the E-Sevaks. That was done so successfully that many of the E-Sevaks are looked upon by the GP members as partners in the development dialogue of the village. The E-Sevaks learnt and created maps of their villages, displayed and discussed it with villagers, explaining to them the power of collective community mapping. Empowered with the knowledge of their own village's demography, topography and socio-economic status acquired through mapping and door to door education, the E-Sevaks encouraged the villagers to attend the Gramsabhas, the Chavdi Sabhas in huge numbers and even became consultant to some Grampanchayat for disbursing funds of the *14th Finance Commission, thus becoming non-elected benevolent leaders.*

Women participating in Gramsabha

Women took this up with great fervour and felt emboldened to realize the power of their numbers in attending the Gramsabhas. They raised issues especially focusing on gender. PUKAR Core Team *worked diligently towards strengthening democratic systems* by organizing *through 150 E-services camps* within the jurisdiction of their project and outside of it as per demands. These camps provided services to *15076 villagers* that included registration for voters ID, Aadhar Cards, Pan Cards, Financial Inclusions.

Women visiting Kiosk

14 Kiosks in 23 villages including 17 Grampanchayats have been functioning smoothly, delivering essential services to people right at their door steps, thus saving them not just time, money and daily wages but also the indignities that they face at the hands of officers in the Taluka Governments offices.

ICT Training

How can we envisage future unless we look at our children and their aspirations? Once again, although not included in our result framework, the E-Sevaks took upon themselves to **train 433 children** from Zilla Parishad and Ashramshala schools in ICT. That was the *very first time these ADIVASI children were seeing a real computer, a real projector and a big screen.* Just like the cities and cinema halls.

Community awareness remains mainstay of all PUKAR projects

Accomplishments

25440 Villagers got benefits of good governance at Gram panchayat level

1794 Aadhaar-PAN linked

4222 PAN card applications submitted

4060 Voter ID card applications submitted

433 Children got trained in ICT

293 Women from SHG got trained in ICT

23 Government schemes explained to villagers

15076 Villagers benefited in **150** E-services camps

14 Kiosks established for providing E-Services to the tribals

31209 Times services provided through kiosks

252 Widows, senior citizens and physically challenged people got pensions

4701 Villagers got government certificates / documents

23
Tribal Villages Covered

WHERE RESEARCH BASED ACTIONS HELP CHANGE HEALTH SEEKING BEHAVIOURS, CREATING HEALTHIER CITIZENRY AND WEALTHIER COMMUNITIES...

Journey Towards Dignity Project Contributing to SDG No. 3 & 5

"I go to learn Arabi at Madrassa, there I got sense that the Maulana was touching different parts of my body. I felt that this is not good touch, so I told him to not touch me. I also shared this with my mother and also shared this with all girls who had experienced the same. So, after that we all complained this to Main Maulana and asked him to take action. He took action and fired that Maulana from Madrasa"

This was the revelation of a young girls Jamila (name changed) from the slum of Mandala after she had gone through the training program conducted by the Team of "Journey Towards Dignity" in her own community. The Journey Towards Dignity is a project that educates adolescent girls located in deeply marginalized communities across Mumbai's slums, 11-19 years old, regarding growth, puberty, nutrition, menstrual health, menstrual hygiene, sex, gender, sexuality, child sexual abuse and gender violence. Now in its sixth year, this program has already trained 10 MCGM schools students (over 4 years) and 12 different communities training more than 3000+ adolescent girls, 1000+ Mothers in these communities and schools.

All the training was conducted through Hindi, and consisted of dialogues, role plays, games, puzzles, poster making, body mapping thus making it enjoyable yet educational for the girls.

For 2019-20 we chose subaltern communities like slums in Mankhurd, Dharavi, Rey Road, Byculla, forming 9 groups of girls.Engaging deeply with parents remained the cornerstone of this endeavour.

One girl shared a very interesting story. During the school during off period teachers ask them to come in front of the class and share story or dance or play drama. This young girl stood up and very confidently she shared her knowledge about how menstruation happens, why it is necessary, all myths and taboos related to menstruation. After hearing her story, the teacher thanked her and appreciated the knowledge the Teachers gained from her, stating that even she was not aware of the physiology of menstruation.

Impact

Girls are enabled to understand the importance of puberty, nutrition, menstrual cycle, menstrual hygiene and reproductive health, issues they are always curious about but no one is willing to talk about with them. Girls become familiar with issues of identity, gender, sex, sexuality and sexual orientation all of which are different from each other. They recognize how gender discrimination, patriarchy, myths, religious taboos and various kinds of violence they face overtly and covertly, impact their minds, bodies and aspirations. Some girls get a sense of agency and start voicing their resistance to discrimination by parents, gender violence and child sexual abuse, something many poor girls witness all the time but are very scared to talk about. Some gather courage to debate with their parents, and share the knowledge the have gained through the training with their own families and communities thus becoming changemakers.

All these are baby steps towards maturity, a long and difficult path towards a safe and respectable womanhood. With faltering steps, yet with knowledge, confidence, hope and sense of agency, these young girls have initiated their Journey Towards Dignity thus contributing to the SDG 3 & 5

150   **Parents impacted**

08   **Communities covered**

900   **Indirect benificieries**

300
Adolescent Girls Empopwered

University of Chicago and PUKAR Collaborative Project- SDG 10-11

Differences in Service Delivery Between Recognized and Unrecognized Slums

After validating PUKAR's famous instrument of CBPAR as strong and appropriate instrument for gaining nuanced understanding about the communities in their previous collaboration, the UOC Team of Professor Anup Malani (Lee and Brena Freeman Professor at the University of Chicago Law School and a Professor at the Pritzker School of Medicine) and Professor Adam Chilton, decided to start another collaboration that entailed exploring the differences in service delivery in the recognized and unrecognized slums in the M-East ward of Mumbai. M-East ward has the honour(?) of having the lowest HDI in the district of Suburban Mumbai with 82% people living in slums, majority of whom are migrants.

Team with Professor Adam Chilton from University of Chicago

The first step in this was for Professor Anup to conduct a workshop with the Team members and 6 of our Barefoot Researchers who live in Mandala itself. They learnt the execution of GPS measurements, 360 degree cameras. After this step collectively they prepared survey instruments and finalized the areas of research. In November and December, the Team completed coding (giving certain codes in place of addresses since these homes do not have official addresses) of the 3406 HH in recognise area and 5396 HH in the Unrecognised area, totaling 8802 HH. 1600 HH from each of these areas were randomized for research selection process thus creating total of 3200 HH.

On 5th December 2019 Team PUKAR and University of Chicago along with Khalsa College, organised a conference on **'Activism, Advocacy, and Action for Residents of India's Informal Settlements'** at Khalsa College Mumbai. The speakers included Professor Malani and Chilton from UOC, academicians from TISS, Hyderabad Urban Lab, activists, CSO members and urbanists. Attended by an enthusiastic audience of Khalsa faculty, students, advocates and citizens of all colours and hues, discussions were peppered by questions, comments and banter. This was the hallmark of the success of the seminar.

Bali capturing 360 degree photo in Mandala

Accomplishments

2400 Codes randomized for GPS survey

415 GPS Surveys done

Coding of **8802** HH

National Science Foundation-Northeastern University-Tufts University & PUKAR Collaborative Project- SDG 10-11

Social Construction of Legal Exclusion in Slums

PUKAR has the privilege of working in collaboration with two well know academicians, both located in Boston, yet both deeply familiar with the informal settlements of Mumbai through their collaborations with PUKAR in the past. Professor Liza Weinstein who is the Department Chair in the Department of Sociology & Anthropology at Northeastern University, Boston was associated with PUKAR in 2006 as Research Fellow and has done significant research on Dharavi. Professor Ramnath Subbaraman, is at Department of Public Health and Community Medicine, Tufts University and Research Advisor, for PUKAR. Ramnath worked as Program Lead with PUKAR in 2010-2012 under Rockefeller Foundation supported project where we explored Social Determinants of Health in Kaula Bandar, a slum located on Bombay Port Trust land on the Eastern Waterfront.

Nilesh doing observation in Kaula Banadar

Based upon papers published on PUKAR's earlier research action projects in Kaula Bandar (KB), collectively these researchers came up with a very critical subject for further exploration. How social construction aids legal exclusion. Since 5 of our Barfoot Researchers, Bali, Kajol, Nizam, Pooja and Ruman are residents of KB this would be done by ethnographic research and will result in a policy brief as well as a curriculum book for students studying informal settlements.

Achievements So Far:

Professor Ramnath conducted a workshop with the Team in September 2019 where we debated who would be the most appropriate respondents for this study and how do we locate them based upon our previous work in the community since 2009. It was important to include respondents with diversity of generations, gender, religion, caste, immigrational region, language and renters verses owners. Professor Liza and Saloni (research assistant) arrived in December in the community. They provided training for the community-based researchers, helping to build and further develop the researchers' skills in interviews, ethnographic research, and community-based mapping. Together we finalized the interview guides.

From January onwards, the Team stated making field observations and the very first festival of Pongal on January 15th gave a great opportunity for the team to do video shoots and photography sessions with the community. This work continued till we were locked down in March.

Challenges:

The months of January, February and March saw the team in Mandala conducting the GPS measures and surveys. Due to the ongoing issues with CAA/ NRC, getting any information from the respondents was increasingly difficult in this area where most respondents belong to Minority Communities, Dalits, Tribals and majority of them lack documents. Due to poor availability of internet signals in the slum regions across the city, getting GPS readings of the homes were equally difficult processes. By middle of March the country went into Lockdown and everything came to a dead-halt!

Teams' Own Evolution:

PUKAR Team members went through heartaches and struggles to become better facilitators. This process led to our own intellectual growth, more nuanced understanding of youth and their priorities, our critical analysis of the sharp differences between the economic priorities and cultural ethos of rural and urban India.We all went through new leanings and unlearning to develop capabilities necessary for this journey. It was a gut wrenching yet heart-warming, intimidating yet illuminating experience at the same time.

Arrival of the Contagion:

And then came that lethal contagions, upending life everywhere. Now we all are waiting anxiously…. Waiting for the contagion to exit …. for the vaccines and drugs to arrive on the horizons… for the economies across the globe to kick start and for the people to see a ray of hope for health, food security, job security, and aspirational future. When will that happen?

Institutional Ethics Committee (IEC)

PUKAR is very proud to host the Institutional Ethics Committee which approves each and every health-related project conducted by PUKAR in collaboration with national and international academic institutions. It needs to be noted that for papers based on our research to be published in 'Peer Reviewed International Journals', it is mandatory to have approvals from the IEC/IRB. Hence, an IEC was established in PUKAR in 2010. With the help of its eminent members, it has been functioning effectively and approving projects as per the requirements.

Members:

1.   Professor Perianayagam Arokiasamy
        Chairperson IEC (Professor in the Department of Development Studies at IIPS)
        Expertise: Demography / Public Health / Epidemiology / Biostatistics

2.   Dr. Nayreen Daruwalla
         (Program Director at SNEHA)
         Expertise: Psychology/ Community-based work in marginalised communities/ Women's
         health

3.   Smruti Koppikar
        (Journalist, Comment writer, Columnist with Hindustan Times, Associate Editor &
        Bureau Chief - Outlook, visiting faculty for social media course at Sophia Polytechnic,
        Chief of Bureau - Star News)
        Expertise: Community Journalism

4.   Dr. Satishchandra Kumar
        (Head & Associate Professor, Department of Applied Psychology & Counseling Center,
        University of Mumbai)
        Expertise: Psychology / Education

5.   Dr. Nerges Mistry
        (Director, Foundation for Medical Research)
        Expertise: Laboratory Medicine & Medical Technology

6.   Professor Anjali Monteiro
        (Professor, Centre for Media and Cultural Studies, Tata Institute of Social Sciences,
        Mumbai)
        Expertise: Social Sciences / Community-based work in marginalised communities

7.   Dr. David Osrin
       (Welcome Trust Career Development Fellow, UCL Center for International Health &
       Development)
       Expertise: Clinical Medicine / Women's Health / Children's Health

8.   Advocate Tina Patel
       (B.Com and LLB)
       Expertise: Legal expertise

9.   Dr. Anita Patil-Deshmukh
       (Executive Director, PUKAR)
       Expertise: Clinical Medicine / Social Sciences

10.   Professor T.V. Sekher
       (Associate Professor, Department of Population Policy and Programmes, IIPS)
       Expertise: Demography / Public Health / Epidemiology / Biostatistics / Social Sciences

11.   Dr. Ramnath Subbaraman
       (M.D. Research Advisor at PUKAR and NIH Fogarty International Clinical Research
       Fellow for 2011-12)
       Expertise: Clinical Medicine

Making the workplace safer

Bearing in mind the increased incidences of violence, nationally and globally, and the #MeToo campaign, PUKAR formed its own POSH (Prevention of Sexual Harassment) Committee in 2017 and it has been functioning regularly as per the mandates. Because of the activeness of POSH committee and regular awareness sessions, PUKAR witnessed ZERO case of sexual abuse this year.

The old guards passed the torch to the new members after completion of three years of the committee as mandated by the law

Credibility Alliance

PUKAR was accredited by Credibility Alliance (CA) in February 2018 under 'Desirable Norms' for a period of 5 years until February 2023. Credibility Alliance is a consortium of Voluntary Organizations (VOs) committed towards enhancing Accountability and Transparency in the Voluntary Sector through Good Governance.

Transparency Disclosures

Distribution of team by gender and monthly payment, as on March 31, 2020

Slabs of gross monthly salary (Rs) plus benefits paid to staff	Male Staff	Female Staff	Total Staff
5,000	-	-	-
5,001 - 10,000	02	10	12
10,001 - 25,000	05	04	09
25,001 - 50,000	05	04	09
50,001 - 100,000	05	02	07
100,000 >	0	01	01
Total	17	21	38

Note: The accounts of the organization are regularly maintained and those with an annual income above Rs 50,000/- are audited by a chartered accountant as per the norm of Credibility Alliance.

Trustees receive no remuneration from PUKAR.

Walking Our Talk

PUKAR strongly believes in Gender Equity and we strive to execute that principle in every action we take. Gender friendly work place is the Mantra at PUKAR. From the percentage of women as team members and team leaders to giving equal opportunities for capacity building, to having a strong POSH committee, young women have as much say in every activity. Best part is the 6 months of full paid Maternity Leave and 30 days of full paid Paternity Leave that team members enjoy and help build a strong health foundation for the newcomer of the house. This policy has been executed in PUKAR since 2005.

INCOME
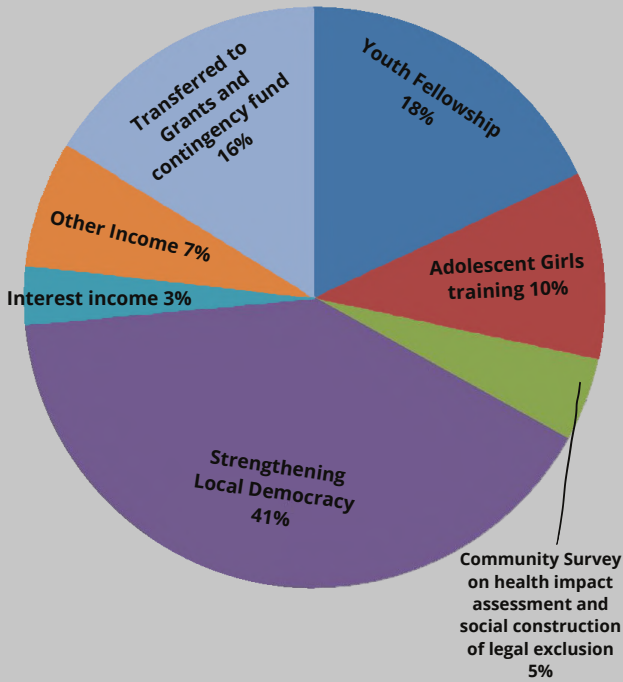
Programs/projects	INR
Youth Fellowship	37.45
Adolescent Girls training	21.55
Community Survey on health impact assessment and social construction of legal exclusion	9.76
Strengthening Local Democracy	84.09
Interest income	6.72
Other Income	14.62
Transferred to Grants and contingency fund	33.63
Total	207.83

EXPENDITURE
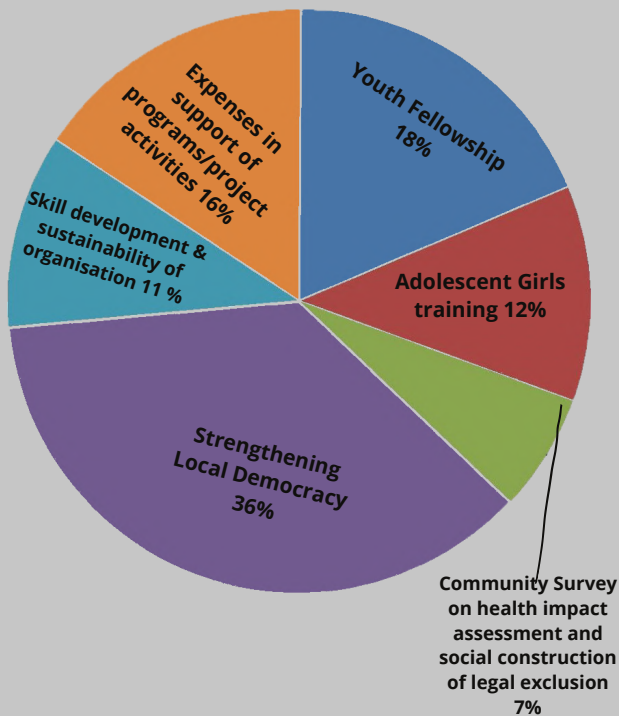
Programs/projects	INR
Youth Fellowship	38.46
Adolescent Girls training	24.83
Community Survey on health impact assessment and social construction of legal exclusion	13.55
Strengthening Local Democracy	75.80
Skill development and sustainability of organisation	22.34
Expenses in support of programs/project activities	32.85
Total	207.83

*All Figures are in Indian Rupees and in Lakh

The 17 Sustainable Development Goals (SDGs) to Transform Our World:

GOAL 1: No Poverty

GOAL 2: Zero Hunger

GOAL 3: Good Health and Well-being

GOAL 4: Quality Education

GOAL 5: Gender Equality

GOAL 6: Clean Water and Sanitation

GOAL 7: Affordable and Clean Energy

GOAL 8: Decent Work and Economic Growth

GOAL 9: Industry, Innovation and Infrastructure

GOAL 10: Reduced Inequality

GOAL 11: Sustainable Cities and Communities

GOAL 12: Responsible Consumption and Production

GOAL 13: Climate Action

GOAL 14: Life Below Water

GOAL 15: Life on Land

GOAL 16: Peace and Justice Strong Institutions

GOAL 17: Partnerships to Achieve the Goal

PUKAR

PUKAR Barefoot Researchers documented
Pongal celebration in Kaula Bandar

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