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ALL ABOUT FAT

Feminist Approach to Technology (FAT) is a not-for-profit organisation that believes in empowering women by enabling them to access, use and create technology through a feminist rights-based framework. It offers gender-based criticism of technology and technological design to ensure that women are not left behind in their livelihood choices and empowerment. We have focused on strengthening the leadership of girls and young women in underserved communities with innovative technology and STEM education in connection with feminist leadership building.

History & Reach

FAT began with the idea of addressing stereotypes around girls pursuing careers in Science, Technology, Engineering and Mathematics (STEM) fields. To achieve this, we break societal attitudes, encourage and enable women to feel capable and comfortable when working with technology, and work with other women's organisations to mainstream the issue of engendering technology. We started work with a small batch of girls in Delhi and have ever since adapted our work and programs to suit the needs of the communities we work in. Currently, our reach has expanded to 4 different states of India, i.e. Delhi, Maharashtra, Jharkhand and Bihar.



HIGHLIGHTS OF 2015-2018

Between 2015 and 2018, our work at FAT was packed with wonderful impact, great strides in developing leadership and important milestones. The three years saw FAT transform itself into an organisation that embraced the importance of girl leadership. Many girls and young women that FAT worked with began their journey as key stakeholders in organisation management.

Highlights of 2015-2016

In the year 2015, FAT's program teams underwent some major changes. While the organisation believed in supporting young teams in their journey towards leadership, experienced team members had to be recruited to support the project and to build team's capacity. The feedback we received from the core team members was that young women early professionals who joined FAT felt a lack of supervision. This required hiring senior leaders. We thus hired two program managers to facilitate that role. Our founder, who was previously engaged as a consultant, joined as a full-time Executive Director in 2016. In the following years we have seen improvement in stability in the team through this new organisational structure.

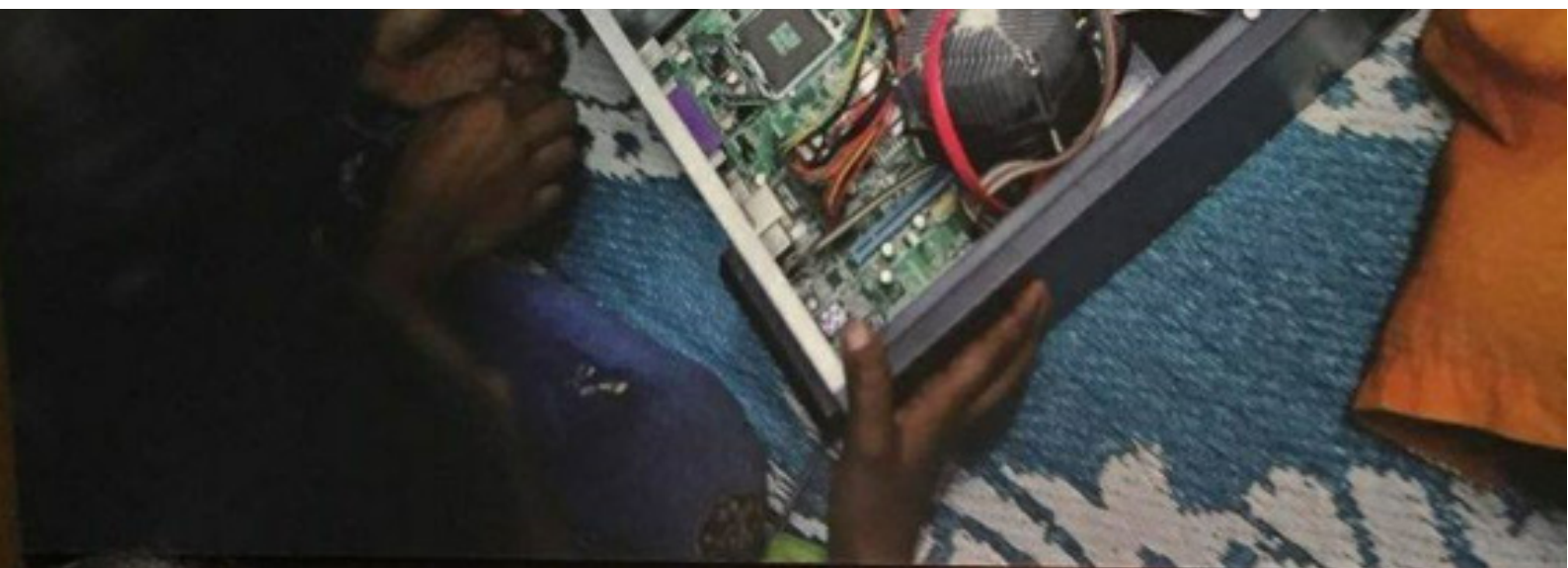
- FAT's Tech Centre model was redesigned as Young Women's Leadership Program (YWLP) with 3 levels of leadership based on learning from an external evaluation. Tech Centre became the Level 1 of YWLP.
- 25 girls joined Level 1 of Jugaad Lab, a pilot project to promote STEM education for girls from marginalised communities.
- Girls in Level 2 of YWLP made a film called "Todo Bandishen" and started on-ground advocacy activities in their communities using the film with FAT's support.
- Two managers hired to help in team capacity building.
- Youth Champions Initiative Project by Ankita Rawat kickstarted in August 2015.

Highlights of 2016-2017

- 6 girls participated formally in Level 3 of YWLP.
- New Tech Centres were established in Pune, Patna and Giridih in partnership with local organisations.
- #Makelt2BreakIt campaign ran from November 2016 to January 2017 to generate conversations around STEM education and create awareness about how the girls are breaking the stereotypes around women in STEM.

Highlights of 2017-2018

- YWLP Level 2 girls in Delhi made the film “Nahi Boondein” and YWLP Level 2 girls in Bihar made “Aakhir Kyon”.
- Level 2 program started in Jugaad Labs.
- In Jharkhand, Giridih Tech Centre conducted Level 1 program and the second Tech Centre opened in Palamu.
- Two alumni from the Pune Tech Centre started to volunteer in FAT programs.
- FAT received the With And For Girls award by Stars Foundation in August 2017.
- New organisational development process launched to rethink its strategy, create new policies, systems and processes, and focus on the leadership of young women.



YOUNG WOMEN LEADERSHIP PROGRAM

What is the Young Women Leadership Program?

Following the pilot phase and evaluation of the Tech Centre program, we restructured the Tech Centre initiative and renamed it Young Women's Leadership Program (YWLP). YWLP aims at building leadership amongst adolescent girls and young women (ages 14 to 25) through the innovative use of technology. The program evolved from a small Tech Centre for girls in Lajpat Nagar in Delhi in 2010 to a 3-Level leadership building program over the next 5 years. Alumni of the program have been taking leadership in implementing the program as well as providing peer support to other girls in the program.



YWLP in Delhi - Level 1

Level 1 of the program had 60 girls from 7 communities (Jalvihar, Srinivaspuri, Zamrudpur, Nehru Nagar, Adivasi Basti, Okhla Mandi, Ashram) of South Delhi enrolled for the 2015 batch. Out of them, 52 girls completed the training. A new batch of 60 girls were enrolled in 2016 who underwent the training as well. The curriculum of Level 1 involves basic computer and internet skills integrated with workshop sessions on various issues like consent, choice, leadership, community action, women's rights and feminism.

STORIES OF STRUGGLE & CHANGE

Arunima* was finding it difficult to negotiate with her partner and family regarding prolonged health issues. She also feared getting medically examined because her partner forced her to have sex and blackmailed her with disclosure of their relationship, if she shared about them being intimate partners. Arunima recognised this as violence and sought counselling. Soon, she was able to stand up against her partner's demands and violence, and seek the medical treatment she needed. The doctors told her she had survived a potentially fatal medical condition. FAT supported her travel costs to allow her to come to the Tech Centre after she was treated. She continues to participate actively.

After many years of facing sexual violence at home by her father, Hetal*, a young women leader of the YWLP program, finally spoke about it. She sought psychosocial support from a few team members and decided to fight back. She knew she did not want FAT to take action on her behalf since that would not let her communicate the message she intended to give her father. Counselling enabled her to make an informed decision. Though she struggled with the outcome initially, she is finally leading a violence-free life in her family home.

*Name changed

In April 2016, mobilisation was carried out in 7 communities of South Delhi (Jalvihar, Srinivaspuri, Zamrudpur, Nehru Nagar, Adivasi Basti, Okhla Mandi, Ashram) to get girls enrolled in Tech Centres. The mobilisation drive was planned and organised by the team members and Tech Centre alumni. We received 100 application forms, out of which 70 were selected based on criteria decided by the mobilising team.

Through the year of 2016-2017, regular computer classes were conducted for this batch of 70 girls. These classes were also accompanied by workshops to understand different issues related to women rights. By the end of the academic year in March, these girls successfully completed their Level 1 course at the Tech Centre and received certificates in a convocation. An assessment was also carried out to understand the impact of our training in Level 1 with 55 girls, which revealed promising results.

50%

girls could learn and use all the computer softwares viz. Excel, Word, Paint, Notepad

75%

girls could do basic computer functions like turn on/off, save files and folders

81%

girls were able to understand the computer hardware, identify parts and do the wiring of the computer system

100%

girls were able to open the browser to surf information on the internet

100%

girls had built a deeper understanding on gender, health, sexual rights and sexuality

A similar process of mobilisation and admission was conducted in 10 communities in Delhi in March 2017 where a new batch of 80 participants got enrolled in another new batch of YWLP Level 1, Delhi for the year 2017-18.

YWLP in Delhi - Level 2

Level 2 of the Young Women's Leadership Program (YWLP) continued with girls who had joined Level 1 the previous year. The main focus of Level 2 was to run a well-planned campaign about girls' rights. The campaign was designed and ideated as a collective response across communities of the girls. In 2015-2016, 31 girls carried out a campaign against Early and Forced Marriage (EFM). The Level 2 campaigners were girls and young women between the ages of 15-21 years from four low-income and socially disadvantaged urban migrant communities (Srinivaspuri, Jamruthpur, Jal Vihar and Okhla³) of South Delhi, who constantly faced pressure of an early marriage from their family. They thus used the campaign also to share their thoughts and aspirations with their families and were able to speak about their intent of marrying by choice.



³ FAT explored possibilities of engaging Tamil Basti located in Pant Nagar where we have been trying to engage for many years. We even got 1 participant from there this time. But the social complexities of working with girls working as domestic workers with almost no break from work finally resulted in her dropping out from our project even after many interventions tried by FAT.

The training curriculum of Level 2 ensured that these girls were provided with the right kind of training to design, plan and execute a campaign against EFM. Over the year, the girls enhanced their technical skills by learning photography and filmmaking, and designed the campaign to raise awareness and dialogue, especially in the communities where they live. FAT further extended the campaign to other communities within Delhi and in Bihar through partnerships with similar NGOs that work with girls. The campaign activities were spread across four phases. While this work began in 2015-16, it continued into 2016-17 as well.



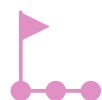
PHASE 1

31 girls were trained in the feminist approach to photography, radio and film making. These were essential to run the campaign against Early and Forced Marriage (EFM). The girls were also trained on building a conceptual understanding on issues related to the rights of girls and women, sexual and reproductive health, and their interlinkages with EFM.



PHASE 2

In this phase, the girls developed campaign materials. The girls produced a radio show, a photo book and a short film. The radio show was made available on SoundCloud, an online music space. The short film, *Todo Bandishein*⁴, was shot and produced by the young women campaigners and has been screened over 40 times in Delhi and Bihar. About 1000 DVDs copies were also provided to different stakeholders. A street play and a song highlighting the challenges and impact of early and forced marriage on a girl's life were performed at the launch of the campaign in Delhi. Additionally, FAT made 11 short videos on the girl leaders⁵, posters, bookmarks and t-shirts as promotional material for the campaign. All these materials were subsequently used during the campaign period to expand the reach of the girls' messages.



PHASE 3

This phase of the campaign consisted of preparing the campaigners to take the dialogue around EFM into their communities and families and be able to deal with the questions and responses during campaign outreach events. Special workshops on facilitation skills to prepare for potential questions were hosted as well.

⁴<https://www.youtube.com/watch?v=4EC1l3TsigI>

⁵https://www.youtube.com/watch?v=w-Q1LwT2CJ8&list=PLw_yp5HMHVncdvs2JxidnMGLtN3t3oL7TU



PHASE 4

The final phase of the campaign was the screening of the film 'Todo Bandishein' in the communities with which FAT worked as well as in other communities through partnership with civil society partners. These screenings were held in many low-income communities in Delhi as well as in Patna, Munger, Bhagalpur and Nawada in Bihar. Two additional screenings were done in Alwar and Vadodara in partnership with local organisations.

Apart from this, the campaigners organised workshops in 3 colleges in Delhi University and spoke to 60 college girls, out of which 3 signed up to volunteer for the campaign. FAT's social media campaign, supported by a few campaigners and team members, recorded impressive results - engaging an average of 1200 people per day (Facebook), 326,879 impressions (Twitter) and around 800 views (YouTube). These results translated to raising INR 4,20,000 (excluding the website fees) through our GlobalGiving crowdfunding page.

REVIEW OF LEVEL 1 & LEVEL 2 CAMPAIGNERS 2015-2016

An annual internal review and assessment of the campaign was done independently with the Level 1 and Level 2 campaigners. This included an assessment of technical skills and an assessment of their understanding of gender, women's rights and their relationships to Early and Forced Marriage and collective action. This was also an exercise to enable participatory planning of the classes/campaign for newer batches.

2016-2017

Twenty-five girls from the previous year's Level 1 in Delhi enrolled for the Level 2 program. Two-hour sessions were held five days a week on photography, filmmaking and various perspectives on gender, patriarchy, marginalisation, gender-based violence, sexuality, and sexual and reproductive health and rights.

In 2016-17, the new batch of campaigners reflected on the discussion points that came from the mothers and grandmothers from their communities during the screening of "Todo Bandishein". These conversations and reflections helped carry forward the campaign.

REVIEW OF LEVEL 1 & LEVEL 2 CAMPAIGNERS 2016-2017

In early 2016, an annual internal review and assessment of the project on Early and Forced Marriage (EFM) was done independently with the Level 1 and Level 2 campaigners of 2015. The assessment had two components - technical skills and understanding on gender, women's rights and their relationships to Early and Forced Marriage and collective action. Some of the broad findings are below:

- 30%** girls knew how to use Windows Movie Maker to transfer photos
- 60%** girls knew all types of camera shots that are required in order to capture effective pictures
- 65%** girls knew how to use the tripod, how to mount the camera on it and tilt and pan shots
- 70%** girls knew how to operate camera

In 2017-18, a new batch of Level 2 participants made a new film called 'Nanhi Boonde.' The film focused on Early and Forced Marriages, women rights and empowerment, health, education and other important issues that impact the girls' everyday lives.

KEY ACCOMPLISHMENTS OF LEVEL 2

- **Confidence and leadership building of the campaigners:** One of the significant accomplishments of Level 2 was the emergence of 26 young women as leaders. They raised their voices and engaged diverse stakeholders (like families, community actors, school authorities, classmates and friends, NGOs, media professionals, etc.) on the issue of EFM and their rights.
- **Agency of girls:** The girls used their agency to negotiate in their families and communities in order to pursue their dreams and desires, and find allies to help them in the same.
- **Co-creating a shared agenda:** The girls came together as a collective to be able to take forward a shared agenda by utilising the power of technology. They connected intensively with peers they met in various partner screening, openly shared their own personal struggles, listened to others' stories, and made connections over shared experiences despite differences in contexts and cultures.

■ **Awareness within the community members about girls' rights:** During screenings, the community members participated, stayed on and discussed the issues at hand. It was very evident during such screenings that community members were eager to hear girl leaders share their stories and were happy to watch the girls express their dreams.

■ **Participation of mothers in the journey:** The engagement of the mothers has increased slowly and steadily. They connected with the need for girls' rights by reflecting on their own lives, their experiences of early marriage, and becoming young mothers.

■ **Inclusion of boys:** There is an increase in the participation and involvement of boys and men in the campaigns and screenings. They are primarily the brothers and fathers of the girls in our communities.

YWLP in Delhi - Level 3

2015-2016

Level 3 of YWLP was formally started the previous year with 3 emerging leaders participating in a two-part training:

■ **On-the-job learning:** Helping FAT execute programs as interns

■ **Independent community work:** Using a Fellowship grant to realise their own practical ideas

Deepika Passi, Rekha Yadav and Renu Arya completed their Level 3 training in July 2015 and joined FAT's Program Team as Program Trainees in January 2016. During their Level 3 training, these young women acted as leaders for the campaign against Early and Forced Marriage by Level 2 girls. They provided the 31 campaigners onsite and administrative support while also documenting the campaign. They shot the screenings and discussions with community members, which was then produced as a documentary film of the girl-led campaign. Each of the Fellows chose different projects. Deepika chose to use photography as a medium to discuss gender in the community. Renu used street theatre to influence young boys and girls in the community, and Rekha chose to look at polytechnic colleges to understand gender disparity in tech education.

2016-2017

In 2016-2017, a total of 6 girls participated formally in the Level 3 course. Three of them worked as interns in FAT's program team in the implementation of our programs. Three others implemented small community projects in their communities with other girls for 6 months.

These participants were joined by Level 2 participants for three workshops on basic gender, sexuality and patriarchy between March 2016 and September 2016. These workshops aimed to build perspectives and understanding around issues related to women and gender.

Further, ten girls entered the International Film Festival Contest from 10th to 13th October 2016, organised by Ekta Trust, with their individual self-made short movies on 'what peace means to them' in their lives. All ten movies got selected as entries from FAT and a few even got screened in the festival.



IMPACT STORY: SUMMI



Summi had a lot of dreams and aspirations even before coming to FAT but she knew that her family would not support her. After coming to FAT, she slowly started convincing her mother. It took time for her mother to understand her daughter's aspirations. Eventually, her mother slowly started believing in FAT. She started supporting Summi not only to attend the classes but also participate in exposure trips and other initiatives. Summi and her mother now constantly negotiate with her father to support her in all her endeavours. One of Summi's friends was getting pressured to get married and discontinue her education. Summi took both her friend and her mother to one of the screenings and showed them the film, 'Todo Bandishien'. After this, she convinced her friend's mother to delay the marriage. Summi today has a good rapport with her friends' mothers and women in her neighbourhood. She also advocates about FAT's work and her learning to other peer groups in her school and neighbourhood.

FAT'S OTHER TECH CENTRES

Tech Centre in Giridih, Jharkhand, with Abhivyakti Foundation

Following a feasibility study and partnership selection (Abhivyakti Foundation) for Jharkhand, the Giridih Tech Centre opened in April 2016. We received close to 200 applications. The process of selecting girls was based on interest, needs and socio-cultural-economic background. A total of 120 girls were shortlisted for a 10-month course starting from mid-April 2016. Over the course of the year, the Tech Centre hosted multiple activities:

- In May 2016, a baseline study was conducted with the 60 girls as a measurement for progress over the year.
- Community events and screenings of the film 'Todo Bandishen' on Early and Forced Marriage were organised in September 2016.
- Four workshops were organised with Level 1 participants between October 2016 and February 2017 on Patriarchy, Marginalisation, Sexuality and Negotiation.
- Girls also participated in the annual youth festival organised by Abhivyakti Foundation at Giridih in January 2017, where some of the girls from the Tech Centre performed a street theatre on 'Ladkiyon Par Bandishen' depicting hurdles faced by girls and the status of young women and girls in society.
- A convocation program organised by girls and their seniors was held on 26th March 2017 with the objective to felicitate 62 participants. Around 170 people from the community took part in the event along with the parents of the enrolled adolescents.
- The yearly activity plan was developed with our partner in Giridih. This plan included Tech Centre classes, workshops on subjects as well as for capacity building, community visits plans and events. Every week, three classes were held on understanding the history of computers, computer hardware, and software like Microsoft Office. Between May 2017 and February 2018, girls participated in issue-based sessions as well as sessions on knowing self, social realities, gender discrimination, cybercrime, and early and forced marriage. These sessions were facilitated jointly by FAT and Abhivyakti Foundation staff.



■ The team in Giridih also required capacity building in order to effectively supervise, mentor and conduct activities. Hence, the Delhi FAT team formed a core documentation and mentoring support team for the team in Giridih.

Tech Centre in Ajmer, Rajasthan, run by Mahila Jan Adhikar Samiti (MJAS)

Mahila Jan Adhikar Samiti (MJAS) from Ajmer, Rajasthan, met with Sahiyar, one of our partner organisations in Gujarat, and expressed interest in collaborating. We had a conversation with MJAS to explore possibilities. They were interested in setting up a Tech Centre as per our model in the Young Women's Leadership Program in Ajmer. They raised funds for the same and we agreed to provide them support in technical aspects and strategy building. We undertook many activities towards this end:

■ FAT team members visited the project site from 19th April to 21st April 2016. The purpose of the visit was to understand the context of the potential participants of the YWLP program. It facilitated the understanding of the required adaptations in the program strategies, curriculum, and the terms of partnership.

■ In June 2016, a training session was organised by FAT for staff members of MJAS on the Level 1 curriculum of the YWLP.

■ Following this training, regular support was provided by FAT staff over phone and email to trainers in the Ajmer Tech Centre. The Centre is now run independently by MJAS with no financial contribution by FAT. FAT only provides technical support to the team.

Tech Centre in Pune, Maharashtra, with Krantijyoti



Plans to start a Tech Centre in Pune began in January 2016 with a local organisation called Aalochana. After confirmation of a grant for this new centre, the first field visit was conducted in April 2016 to meet new potential partners. Unfortunately, Aalochana was unable to go forward with the partnership due to a staff shortage and introduced us to another local organisation. The partnership with Krantijyoti was formalised in May 2016. In June 2016, we conducted an orientation and training to run our program, and finally the Pune Tech Centre (in the Yerawada area) was launched in August 2016. The run-up of activities involved the following:

- Setup of the centre, hiring of project staff, training of project staff, and mobilisation drive to enrol girls took place between April 2016 and July 2016.

- In July 2016, 62 girls joined the program. Of the 62, 44 girls attended regularly and completed the eight-month-long sessions on technical knowledge of basic computer hardware and software/programs like MS Office, introduction to using Google and social media platforms like Facebook, Twitter.

- Along with technical sessions, there were workshops on understanding self, gender discrimination, patriarchy, menstrual health & knowing your body, identities and marginalisation. Learning Wenlido (a feminist self-defence technique), a discussion around negotiations and decision making in everyday life was also taught.

- A two-day community event from 12th to 13th February 2017 was held in two different neighbourhoods – Laxmi Nagar and Naik Nagar. Over 200 people attended the event that was organised by the girls themselves. The girls displayed what they learnt and held different activities like drawing, poem competition and songs.

- On 8th March 2017, 15 girls visited nVIDIA (a Corporate Company and funder of this project) to celebrate International Women's Day with the staff of nVIDIA. It was a new experience for everyone to have visited such an office.

- Convocation was held on 26th March 2017 at the Centre. Parents handed over participant certificates to the girls and got an opportunity to talk to their daughters about their journey.

- A new batch started in May 2017 after an extensive mobilisation drive in the neighbouring communities through March and April. The entire activity was planned and led by 25-30 girls from the first batch, with minimal support from the local team. This drive was carried out primarily in Naik Nagar, Pandu Laman Basti, Jai Jawan Nagar, Rajiv Nagar, Ram Nagar and Laxmi Nagar, from the Yerwada area, reaching over eight smaller communities. The response was overwhelming. A total of 220 admission forms were received, of which 64 (between ages 14- 25 years) were selected. The girls came from families who have migrated from other districts of Maharashtra and nearby states of Rajasthan, Karnataka, Tamil Nadu, Andhra Pradesh, etc.

- In the year 2018, FAT's Delhi team members supported the running of the Pune Tech Centre. They represented FAT's work in Pune in 2 conferences organised by other organisations in Pune and Mumbai - one organised by MASUM and one by Vacha. They also attended an "Inward Change" conference in Nashik to learn resilience in adversity.

Tech Centre in Patna, Bihar, with IZAD



Given the success of the campaign on Early and Forced Marriage and interest from girls in Bihar, FAT embarked on a project to replicate the success of the Delhi Program in Bihar in 2016.

- From August to October 2016, FAT conducted an assessment and field analysis in Bihar to finalise the strategy for our interventions through grassroots fieldwork in local communities in Patna.

- In November 2016, a local partner (IZAD) in Patna was finalised to begin work setting up a Tech Centre in Patna. A local team for the Patna Tech Centre was created with staff from both IZAD and FAT. This team looked for a space for the Tech Centre, set up the infrastructure, and started promoting the centre locally. Finding a space big enough for our centre was very difficult.

- Once the team in Patna was organised, a 5-day residential training was conducted for the trainers from IZAD on building understanding on gender, patriarchy, Comprehensive Sexuality Education and facilitation skills for steering the YWLP.

- In total, 220 application forms were received from 15 communities across at least 29 hamlets (tolas). While the admissions process was being completed, the Centre was set up and the Patna Tech Centre became operational in April 2017.

- On 2nd May 2017, the new Tech Centre was started in Patna with 100 girls. All sessions of the YWLP program focused on computer training, self-reflection, gender and patriarchy. CSE and sexual and reproductive health components were also integrated in the self-reflection workshops.

- In addition, an innovation on the existing Level 2 model was piloted in Bihar. Twelve participated and made a film named 'Aakhir Kyon.' The film tells the stories of girls from Bihar who are forced to marry at a young age and denied education.

- Between 18th to 25th February 2017 and 19th to 23rd September 2017, the team had two training-of-trainers with other YWLP teams which included facilitation skills on the technical aspects as well as perspective building on gender, patriarchy and CSE. This helped the team build capacity on facilitating sessions, dealing with community issues from mixed backgrounds as well as making annual budgets and planning.

- In 2018, workshops on topics like violence and discrimination, menstruation, patriarchy and marginalisation, and sexuality were organised for the first batch of the Patna Tech Centre.
- In February 2018 a Certificate Award ceremony was organised. This event was attended by 42 mothers and 57 girls. The event gave an excellent opportunity for FAT and IZAD to get feedback from the parents and to listen to the girls speak of their experience of studying in the Tech Centre.
- In April 2018, two of IZAD's staff members working in the Patna Tech centre attended a 4-day workshop on feminist counselling organised by Jagori in Dehradun.

Tech Centre in Vadodara, Gujarat, with Sahiyar Stree Sangathan

In the year 2015, we partnered with a local women's rights organisation called Sahiyar Stree Sangathan. This partnership was for a period of 1 year where FAT was responsible for providing the infrastructure, curriculum and training of trainers for the Tech Centre while Sahiyar was responsible for implementation of the project in their local community. The girls were able to enrol in and complete courses. However, we realised that without adequate funding and human resources, FAT was incapable of providing regular support to the Sahiyar team to establish the Vadodara Tech Centre as a Young Women's Leadership Program. We withdrew from the project in May 2015. Thus, Sahiyar continues to run the Tech Centre as a part of their work and will be raising funds independently for it.

Tech Centre in Palamu, Jharkhand with Multi-Arts Association

In November 2016, we opened a new Tech Centre in Palamu, Jharkhand in partnership with Multi-Arts Association (MAA). In the run up to setting up the Tech Centre, team members from FAT and MAA had intensive conversations with representatives from Abhivyakti, our partner organisation in Giridih. The first batch of 62 girls were enrolled and began training in 2016. However, only 32 of them continued regularly till September 2017 and by December 2017, the number had reduced to less than 20. The first year of operations involved many challenges including finding and setting up an appropriate physical space for the centre, installing stable internet connection, and ensuring consistent electricity supply. The initial point of contact from our partner organisation was also unavailable for a few months, leading to difficulties in taking decisions and ensuring everyone was on the same page. In keeping with our ethos, FAT also strongly advocated for young women's leadership in Palamu as well and this also contributed to some friction with our partner organisation. The girls' movement was monitored and messaging was followed up on, resulting in large numbers of drop outs, frequent changes in the local team composition and delays in curriculum facilitation. In December 2017, we decided to discontinue the centre at Palamu. Having gotten the permission of our funders, the centre was closed in March 2018.

JUGAAD LABS

In 2015, 25 girls joined Level 1 of Jugaad Lab where they explored STEM through sessions that were approachable and engaging. The participants soon became the mouthpieces of the Lab and encouraged their friends and sisters to either join the Lab or take part in its activities. Many parents also visited our office to further enquire about the project. Out of the 25 girls who signed up, 20 continued to participate in the project while 5 dropped out due to various reasons. We engaged with the girls for about 10 hours a week with volunteers and organised regular exposure visits within Delhi to help them understand science applications.

Regular classes continued from November 2015 to January 2016, after which classes were temporarily paused to accommodate the girls' exams. During this time, we kept the space open so that they could prepare for their exams with help from our team. We utilised this time to develop our curriculum further and create a more organised lesson plan with well-defined projects connected to the STEM concepts that aligned with their school curriculum. We also decided to introduce computer classes after the break and developed a plan for that.

In March 2016, the FAT team restructured classes in the Jugaad Lab. After taking feedback from participants on what they wanted to learn, classes were organised to be held 4 days a week. Two classes were held during the week for two hours, one class on Saturdays for three hours, and one class on Sunday for five hours. One of the weekday classes focused on Science and the other on Maths. On Saturdays, the girls worked on practical projects of their choosing to apply the Science and Maths concepts they have learnt during the week. On Sundays they had Computer classes and were encouraged to play STEM-related games. Initially it took some time for the girls to adapt to the learning system. However, when they got familiar with the process of learning, they started to innovate and create useful tools such as electric fans with plastic bottles, electrical bells and motors. The Lab finally started to become a space for experimentation and curiosity of learning.

In addition to regular classes, the following activities were conducted in 2016:

- From 25th to 30th June 2016, a 5-day hackathon was held in collaboration with Random Hacks of Kindness. They facilitated the event with volunteers from Bangalore, Guwahati, Jaipur and Delhi. Initially intended for Jugaad Lab participants, we then opened it up to YWLP participants to encourage diversity and learning. The hackathon summer camp served as a learning experience for girls to gain exposure in technology fields.



- In September and October 2016, two YWLP Program alumni joined the Lab as paid interns. This was also the first time alumni from the YWLP had started to take interest in a career in STEM through the work in the Jugaad Lab.
- In September and October 2016, Jugaad Lab moved to a new space to create a proper Lab with tools for electronic, electrical and mechanical work. The new Lab was next to the Tech Centre with enough space for the participants to experiment, learn and innovate.
- Through October and December 2016, the Lab curriculum evolved to include topics in sound, light and friction. These concepts paved the way for participants to indulge in projects making solar lamps, periscopes and matchbox microphones. Furthermore, a donation of ten laptops for the Jugaad Lab helped us have our own computer equipment that could be used throughout the week.
- In November 2016, together with staff from one of our funders, the girls decorated the Lab by drawing dream trees on the wall. This activity worked as a team building exercise as we also did a session on mural painting later the same month.



■ In November 2016, the girls organised an exhibition in their respective communities to showcase their work and spread awareness of the Lab and FAT's work as well as urge the community to support girls rights. They explained science and technology concepts to members of the community who had never been exposed to STEM concepts, through small relatable tools such as a phone made from paper cups and string.

■ The year 2016 ended with a felicitation program in the month of December. Level 1 certificates were awarded to 17 participants. This event was attended by 14 parents, which is surprising given the resistance we initially faced to enrol the girls. This batch was promoted to Level 2 of the Jugaad Lab and mobilisation for the new Level 1 batch began.



■ From November 2016 through to January 2017, FAT ran a campaign called #Makelt2BreakIt. The key objective of the campaign was to generate conversations around STEM education and create awareness about how the girls are breaking the stereotypes around women in STEM. The campaign was run through online crowdsourced fundraising platforms – Global Giving, Milaap and Ketto. FAT was able to generate USD 10,635 through the campaign and reach out to 4.5 lakh people online, through Twitter, Facebook and the website.

From January 2017, the graduates of the 2016 Level 1 program started their Level 2 training. One of the key components of Level 2 was a long distance exchange learning with children from distant countries through partnership with an organisation called Level Up Villages (LUV). Through the LUV partnership, the girls got an opportunity to learn together with American peers. They shared knowledge by reading the same online materials, exchanging information through online videos, and working on the same project with their counterparts in the USA.

In March 2017, mobilisation for a new batch of Level 1 in Jugaad Lab began. The mobilisation drive, which took place in six neighbouring communities around Lajpat Nagar, saw encouraging responses from the young girls in the communities. Students came in large numbers for admissions. By the end of the mobilisation drive, we chose 30 girls for a new Level 1 batch. Activities for this new batch of Level 1 participants began in April 2017.

In the year 2017, Jugaad Lab entered into a partnership with Early Engineer organisation and introduced their courses in Level 2. Participants learnt about the concept of volt, resistance, photoresistor, potentiometer, buzzer, etc. We continued our partnership with Early Engineers for the Coding and Electronics course for 11 participants. Towards the end of the course, participants worked on their self-initiated projects that focused on solving small but real problems such as prototypes for a small heater, vacuum cleaner and air pump to inflate balloons.



NETWORK - BUILDING ADVOCACY

FAT's goal is to create a national dialogue and consensus on the need to increase women's participation in technology-making and equal access to using technology. While FAT's networking and advocacy efforts have built its solidarity with women's groups across the country, there is still a dearth of organisations working to promote women's participation in technology creation. This requires intentional collaborations.

To this end, FAT initiated its advocacy initiative aimed at facilitating collective actions towards bridging this gap. We started with a consultation on "Women's Movement and Technology" which was organised in Delhi and Mumbai as a part of this initiative in 2011. Since then, we have been actively facilitating discussions on the topic through various forums.

For the FY 2016-2017, FAT launched a campaign against Early and Forced Marriages in **Bihar**. Girl leaders in Delhi who made the film 'Todo Bandishen' went to Bihar to screen their film and held discussions with girls in different areas of Bihar.

For the FY 2017-2018, national level advocacy was done through the EFM campaign. This campaign was initiated with 11 organisations in **Delhi** and they came on board as support organisations, providing legal services, counselling, resource support and capacity building for young campaigners. These organisations were Pravah, The YP Foundation, Jagori, CREA, SAWF, TARSHI and Sama. Across North India, we were able to create national dialogue on the subject.

Multiple activities were undertaken in Jharkhand as well towards building a network of local NGO partners, technical colleges, institutes and other stakeholders to advocate for STEM for girls and women within the state. Particular attention was also paid to the role of the government in providing opportunities for women. Some of the key activities undertaken in Jharkhand are:

- Team members from FAT got the opportunity to participate in consultations and meetings by Oak Foundation grantees, allowing us to discuss our work and benefit from collaborative idea-sharing on advocacy.



- FAT and Prerna Bharti, a pioneer of the Jharkhand women's movement, co-organised a consultation of local NGOs on July 8th and 9th 2016. Thirty-four participants from over 15 districts of Jharkhand came together for a discussion on Science, Technology and Gender. These participants represented women's rights groups, NGOs, government aided institutions who specialise in science and technology related issues, and Community Based Organisations (CBOs). This consultation was part of FAT's endeavours in Jharkhand to stimulate advocacy by setting up a state-level network and intensive programs to forward young women leadership through appropriate technology as well as promote a critical and feminist lens to view science and technology.
- Following the consultation, a core group participated in a half-day meeting on September 26th 2016 to develop a two-year strategy. The group also planned publications on gender and technology/feminist approach to technology for partner organisations. The core group aimed to have representation from the 5 divisions and 24 districts of Jharkhand, in an attempt to share existing knowledge and create opportunities for collective action. Its core thematic areas of intervention included state level advocacy of core thematic areas, visibility and capacity building on the intersections of gender, science and technology with diverse collectives and stakeholders.
- On 23rd January 2017, the core group met and discussed the linkages between technology and power, identified issues pertaining to this intersection across thematic areas, and decided the next steps for the group. It was decided that the core group will work to prepare a database of laws, schemes and various other existing provisions on gender-based and technology-related issues across various thematic areas; prepare advocacy material in simple and accessible language; have knowledge-sharing meetings within the group to exchange experiences and resources and make efforts to reach out to various state-level and other platforms. It was also decided that Workshops for Women by Women (WWW) to enable women leaders from grassroots locations to use technology more efficiently for their work towards women's rights would be combined with capacity building on understanding intersections on technology and women's rights.
- The group met again on 18th February 2017 and discussed the development of an e-database of laws and government schemes in Jharkhand across themes. Follow-up meetings hosted rigorous discussions on state-sanctioned budgets, policy assessments, and so on.

While the core group provided an important platform to further advocacy efforts in Jharkhand, some serious challenges emerged. These challenges, listed below, resulted in meetings of the group soon getting stalled.

- Time allocation within organisations for tasks relating to the core group as well as coordination between organisations became difficult.
- As the members of the group were all active leaders within their own community working in multiple projects and living across remote areas of Jharkhand, communication was a key challenge preventing them from meeting regularly.
- While FAT wrote a primer on the feminist approach to technology and its importance, its distribution did not take place as it was not translated into Hindi.
- Frequent changes in the key Point of Contact from FAT also contributed to delays.
- The core group also lacked a strategic long term vision for an advocacy roadmap and were in need of support. Given our difficulties in hiring team members to work in Jharkhand, FAT was not able to meet those needs.

From mid-2017 to March 2018, FAT also went through many internal challenges resulting in the downsizing of our team. In response, we decided to shift focus onto building the capacities of women employees of local grassroot organisations in Jharkhand. The focus was on building an understanding of a feminist approach to technology and imparting technical skills for their regular work. This capacity building would happen primarily through workshops and learning materials.

Capacity Building Workshops

- **Intersections of technology, new media and Internet with violence against women, while learning to use Smart Phone for community led activism:**

This 4-day long workshop was conducted by FAT in collaboration with Internet Democracy Project (IDP) in April 2017. With 15 grassroots activists from across Jharkhand as its participants, the workshop was facilitated by a team of experienced trainers from FAT and IDP - Nayantara, Anja and Gayatri. Reshma from AALI also took a session on the laws and sections of the Indian Penal Code towards protection of women and girls that intersects with technology.

- **Technology's impact on Women's Livelihood (with a focus on agriculture), while learning basic camera skills for photo documentation:**

This was a 4-day workshop held in Ranchi in September 2017 in partnership with Working Group for Women and Land Ownership (a network of women activists in Gujarat working on gender and agriculture) and PRADAN. The workshop was designed for grassroots activists working with various organizations. A total of 30 women from 16 organisations spread over 15 districts of Jharkhand participated. The workshop included, among other subjects, discussions on women's access to and relationship with technology, especially technologies used in agriculture and related sectors; understanding how technology is part of our existence today; forms of agricultural technologies and how to use them; and their trade-offs with gender and social equity trade and finally, the use of a digital camera and mobile phone cameras to assist the participants in documentation.

WORKSHOPS & EXHIBITIONS

2016-2017

- Twenty Level 3 participants and team members participated in a Project Management workshop on 5th November 2016. With the objective of building a basic understanding on what is a project and a program, they learnt about essential elements of a project – goals, objectives, strategies, activities, monitoring and evaluation.
- A total of 25 participants participated in a Workshop on Internet Democracy. Fourteen of them were from Level 3 of the Young Women Leadership Program. This workshop was facilitated by a resource person from the Internet Democracy Project on 30 December, 2016.
- Level 3 participants took part in a Workshop on Human Rights. A two-day workshop on Human Rights was organised on 14th to 15th December 2016 focused on broader topics like Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and our constitution and how it addresses the issues of women and gender equality.
- Fifteen participants including Level 3 girls and team members took part in the Accounting and Budgeting workshop in January 2017. They learnt about making budgets of different kinds such as an activity budget and project budget.
- Interns and new team members participated in a Documentation and Report Writing workshop 28th January 2017. The goal of this one-day workshop was to introduce participants to the different kinds of documentation that can be done and are currently being done in FAT. It addressed the challenges they face while doing the documentation and taught them the requirements of basic documentation skills.
- Twenty participants attended a workshop on Sexual and Reproductive Health and Rights in March 2017. The workshop's main agenda was to make the participants aware of a comprehensive understanding of sexuality and how sexuality needs responsive change according to the needs.
- **Career Counselling Session:** A one-day intensive interaction was organised by SEWA BHARAT on 25 November 2016 with the girls from Levels 1, 2 and 3. This session was part of their initiative to provide timely, accurate and productive information to low-income girls across Delhi. These training pertained to academics, job opportunities and skill training.
- **Sessions on advanced technical skills related to computers:** 17 girls from Level 3 underwent a two-month course in November and December 2016 on advanced computer skills. Participants learnt Adobe Photoshop during the workshop.

■ **Interaction with a corporate:** 14 young women leaders from Level 3 and one team member went for an exposure visit and interaction with volunteers from a company named Exponential on 17th February 2017.



■ **Feminist Leadership Camp:** A four-day Feminist Leadership Camp was organised from 21st to 24th February 2017 for 14 girls from Level 3 including the fellows. The camp focused on self-reflection on inner barriers, breaking out of comfort zones and taking initiative; building feminist leadership skills, team building, trust building, communication and collaborative working.

■ **Buland Iraade:** Three interns who were Level 3 participants took part in a 'self reflective workshop on positive power' organised by Sambhaavnaa, from 9th to 13th February 2017 in Himachal Pradesh. The broad topics covered were gender, power, sexuality, constitutional rights and songs of resistance.

■ **Providing regular psychosocial counseling:** Level 3 participants benefited from counselling specifically on issues related to self identity, different forms of discrimination and violence, continuing of higher studies and relationships.

2017-2018

■ FAT participants took part in two hackathons on renewable energy. Through this workshop, they learnt to create solar lamps and solar ovens.

■ The FAT participants built a three-layered shelf and a tool-hanging stand for the Jugaad Lab maker space during a carpentry workshop.

- A State Consultation Workshop was organised on 27th and 28th April 2017 to kickstart the EFM campaign in Bihar. It was a platform to bring together different organisations working in the state to exchange views and build perspective on the issue as well as understand the extent and variety of ongoing efforts in Bihar on EFM, young women's leadership and technical education. This resulted in ongoing dialogues and actions with 37 organisations in Bihar and 7 organisations in Delhi.
- Thirteen young women participated in a workshop on body flexibility exercises, self-defence techniques, and identifying the inside strength. This workshop was held on 7 and 8 November 2017.
- A community exhibition was organised in Jalvihar, Delhi by the girls from the Tech Centre. The models displayed for the exhibition were the solar lamp, solar oven, air rocket model, electric bell, clock model, trolley bag and the light-sensing robot. Around 100 people visited the exhibition. The exhibition helped further the conversation with our communities around breaking gender barriers in STEM education.

EXPOSURE VISITS

FAT organised exposure visits for participants from all levels to develop an interest in them about technology and science.

■ In October 2016, an exposure visit to Cherry Comet was organised to introduce the girls to practical application of science in small businesses. Thirteen girls from the Lab went on this visit and learnt how nitrogen gas works and how it is used to make instant ice cream.

■ In the year 2017, FAT team took the participants exposure visits to Nehru Planetarium, Vthree factory, Swechha, Early Engineer and STEAM Lab.



OTHER PROJECTS

The Disability Project



In order to deliver Comprehensive Sexuality Education (CSE) to the youth, the Disability Project developed 2 toolkits; one for youth with disabilities and one for educators working with youth with disabilities. The following activities were conducted between September 2016 and March 2017:

- At the beginning of the project, an advisory committee was created for this project consisting of disability rights activists, NGOs, trainers and organisations that work in the space of sexuality and disability.
- The advisory committee held its first meeting on 16th November 2016 where we shared the project objectives, strategies and gave each other feedback.
- We explored potential partnerships through multiple meetings. Shishu Sarothi in Guwahati was one of our local partners. We faced a lot of challenges looking for partners in Delhi who could connect us with youth with disabilities and educators as per our project requirement. This caused a delay in the next step. Finally, we had to find smaller community-based organisations and groups working directly with youth.
- Desk research was conducted between November 2016 and June 2017 that presented the lack of resources for youth with disabilities on SRHR. We found that we could develop new resources tailored for youth with disabilities by making adaptations as per the disability and the age group. Our advisors also shared tools they had previously developed for this research.
- As a next step, the partner organisations in Delhi and Guwahati signed up 85 youth and 35 educators for the project. Access to youth and educators was possible only through institutions which had their own formalities and timing. Many educators refused to sign a participation agreement and participated in the needs assessment only to decide if they would agree to participate further.

■ A needs assessment was planned to assess what kind of tools will be best for the target audience. While the needs assessment was designed in February, the process was completed only in June 2017 because data collection was a very challenging process in both Guwahati and Delhi. In both the places, it was found that the youth were not able to read basic sentences in their own language. In cases where they could read, comprehension was limited. When the data collectors tried to explain the questions, they realised that the youth could not answer most questions because they had never heard of such terms. There was an overwhelming lack of information on basic SRHR issues. Sign language interpreters were used to do the needs assessment with youth with visual impairment but the communication was very difficult, and some meanings were lost during interpretation..

■ Looking at these challenges, advisors suggested we focus on developing a toolkit for each disability. Soon, we pared that down further to focus only on the needs of youth with locomotor disability.

Youth Champions Initiative Project by Ankita Rawat

Ankita Rawat was one of the youth from India who was selected for Youth Champion Initiative(YCI) by Packard Foundation. FAT hosted her project "Enabling Digital Platforms for Advancing Sexual and Reproductive Health and Rights" from August 2015 to August 2016. FAT provided her mentorship to run the project with access to youth from communities that we work with.

Between August 2015 to March 2016, Ankita completed the following activities under her project:

■ Created a team consisting of a program manager (herself), research consultant, documenter and a media manager. One of FAT's YWLP alumni, Nisha Kumari, joined her as an intern to assist her in the project.

■ Designed the Theory of Change for the project

■ Selected a team of 20 youth leaders and conducted baseline survey with them which mapped their attitudes, skills and practices around issues of Sexual & Reproductive Health Rights (SRHR) and knowledge of Youth Friendly Health Services (YFHS).

■ Conducted partnership meetings with IPAS Partners for Reproductive Justice, Safdarjung, Family Planning Association of India (FPAI) and International Planned Parenthood Federation IPPF to understand the work on Youth Friendly Health Services (YFHS) in Delhi, India.

■ Trained the 20 youth leaders on HIV, SRHR and digital storytelling. This was followed by scripting three short videos that focus on voices of young people demanding SRHR services, personal narratives and need for youth friendly health services and making these films with the help of a filmmaker.

Finalised the films and conducted more training for the 20 youths to be able to advocate for more youth friendly health services through their film.



Between August 2015 to March 2016, Ankita completed the following activities under her project:

Worked on the 3 short films scripts involving 16 youths, focusing on the issue of lack of CSE, discrimination behavior towards youth and adolescents especially, unfriendly and unsafe environment in the health system. They shot the film and also acted in the film with the support of the project team and a filmmaker. In the end, 3 films were produced.

Screened the film in front of 138 health service providers which included doctors, pharmacists and ASHA workers. Following the film screening, dialogues between the youth participants and the service providers were conducted. The screenings concluded with health workers sharing a set of demands and committing to shared promises.

Evaluated this whole project later in August 2016.

Organisational Effectiveness (OE) Project

As the organisation was growing in reach and size, we needed to formally create our policies, systems and processes while also revisiting our mission, vision and strategy. Therefore, a project to increase organisational effectiveness with the help of a professional and experienced organisational development consultant was started in June 2016. Multiple meetings and workshops for staff, interns, participants and board members of FAT were organised as a part of this project.

ANNEXURE A: PROGRAM PARTICIPATION

Year	Level 1 Participants	Level 2 Participants	Level 3 Participants
Delhi Tech Centre			
2015	49	31	0
2016	45	24	3 (Fellowship)
2017	48	5	15
2018	0	22	18
TOTAL	142	82	36
STEM (Jugaad Lab)			
2015	20	0	0
2016	15	0	0
2017	21	8	0
2018	0	9	0
TOTAL	56	17	0
Jharkhand			
2015	0	0	0
2016	74	0	0
2017	73	45	0
2018	79	63	27
TOTAL	226	108	27
Patna			
2015	0	0	0
2016	0	0	0
2017	77	12	0
2018	70	11	0
TOTAL	147	23	0
Pune			
2015	0	0	0
2016	73	0	0
2017	81	84	0
2018	0	31	0
TOTAL	154	115	0

ANNEXURE B: OUR TEAM

2015-2016

NAME	TEAM	ROLE
Sunil Choudhary	Admin and Accounts	Accounts Associate
Asha Chander	Admin	Admin Staff
Deepa Ranganathan	Communications	Communications Associate
Tanvi Mishra	Communications	Communications Associate
Faiza Mehar	HR and Operations	HR Associate
Palashi Vaghela	Jugaad Lab	Program Associate
Monika Rana	Jugaad Lab	Program Associate
Shivani Gupta	YWLP, Delhi	Program Associate
Risha Samanta	YWLP, Delhi	Program Associate
Ankita Rawat	YIC	Program Associate
Suresh C Khole	YWLP, Jharkhand	Program Associate
Anupriya Ghosh	YWLP	Program Director
Mridu Kamal	YWLP	Program Manager
Anjali Choudhry	YWLP	Program Manager
Renu Arya	YWLP	Program Trainee
Rekha Yadav	YWLP	Program Trainee
Deepika	YWLP	Program Trainee
Gayatri Buragohain		Executive Director

This year, 8 alumni of our programs worked with us as interns. They were Durga Bishwas, Jyoti Arya, Varsha, Lalita, Nisha Kumari, Divya, Vandana and Arunima.

2016-2017

NAME	TEAM	ROLE
Sunil Choudhary	Admin and Accounts	Accounts Associate
Asha Chander	Admin	Admin Staff
Tanvi Mishra	Communications	Communications Associate
Faiza Mehar	HR and Operations	HR Associate
Lalita	Jugaad Lab	Intern
Monika Rana	Jugaad Lab	Program Associate
Risha Samanta	YWLP, Delhi	Program Associate
Ankita Rawat	YIC	Program Associate
Rekha Yadav	YWLP	Program Associate
Neelima Sharma	YWLP, Delhi	Program Associate
Ramit Basu	YWLP, Bihar	Program Associate
Garima Khurana	YWLP, Delhi	Program Associate
Minakshee Rade	YWLP, Pune	Program Associate
Kehkasha Rahman	YWLP, Jharkhand	Program Associate
Aakriti Gupta	Jugaad Lab	Program Associate
Deepshikha Ghosh	YWLP, Jharkhand	Program Associate
Pallabi Ghosh	YWLP, Delhi	Program Associate
Anupriya Ghosh	YWLP	Program Director
Mridu Kamal	YWLP	Program Manager
Renu Arya	YWLP	Program Trainee
Deepika	YWLP	Program Trainee
Gayatri Buragohain		Executive Director

This year, 10 alumni of our programs worked with us as interns. They were Anita Sonawane, Vineeta Kumari, Simran, Pinky Koli, Sarita, Uma, Usha Mandal, Priyanka, Suman and Summi.

2017-2018

NAME	TEAM	ROLE
Sunil Choudhary	Admin and Accounts	Accounts Associate
Ravindra Verma	Admin and Accounts	Accounts Associate
Asha Chander	Admin	Admin Staff
Arshi Jahan	Admin	Executive Assistant
Dipti Thanik	HR and Operations	HR Associate
Monika Rana	Jugaad Lab	Program Associate
Ankita Rawat	YIC	Program Associate
Rekha Yadav	YWLP	Program Associate
Neelima Sharma	YWLP, Delhi	Program Associate
Garima Khurana	YWLP, Delhi	Program Associate
Kehkasha Rahman	YWLP, Jharkhand	Program Associate
Aakriti Gupta	Jugaad Lab	Program Associate
Deepshikha Ghosh	YWLP, Jharkhand	Program Associate
Renu Arya	YWLP	Program Associate
Deepika	YWLP	Program Associate
Shreshtha Saluja	YWLP, Pune	Program Associate
Nisha Kumari	YWLP, Bihar	Program Associate
Sarita Singh	YWLP, Jharkhand	Program Associate
Swati Bhengra	YWLP, Jharkhand	Program Associate
Abha Khetrapal	Disability Project	Program Coordinator
Anupriya Ghosh	YWLP	Program Director
Mridu Kamal	YWLP	Program Manager
Renu Singh	YWLP	Program Coordinator
Gayatri Buragohain	YWLP	Executive Director

This year, 20 alumni of our programs worked with us as interns. They were Lalita, Vineeta Kumari, Simran, Nisha Kumari, Jyoti, Komal Suresh Chavan, Robi, Poonam, Chanchal, Pinki Singh, Preeti Kumari, Sangeeta, Mafia, Anjali Sharma, Pinky Koli, Sarita, Uma, Ushal Mandal, Priyanka, and Summi.

ANNEXURE C: BOARD MEMBERS

2015 - 2016	Gayatri Buragohain Rambishnu Sasmal Renuka Motihar Rita Banerji Simrita Gopal Singh Hassath Kavita Das Gupta Dr. Vineeta Bal
2016 - 2017	Gayatri Buragohain Renuka Motihar Rita Banerji Simrita Gopal Singh Hassath Chayanika Shah Dr. Vineeta Bal
2017 - 2018	Gayatri Buragohain Renuka Motihar Rita Banerji Simrita Gopal Singh Hassath Chayanika Shah Dr. Vineeta Bal Shibani Choudhary

ANNEXURE D: FINANCIAL REPORTS

MALHOTRA & ASSOCIATES
CHARTERED ACCOUNTANTS

309, DELHI CHAMBER, DELHI
GATE, NEW DELHI - 110002.

FEMINIST APPROACH TO TECHNOLOGY SOCIETY :: NEW DELHI
BALANCE SHEET AS ON 31ST MARCH, 2016

LIABILITIES		AMOUNT	ASSETS	AMOUNT
<u>CAPITAL FUND</u> - Op. Balance	5,53,299.00		<u>FIXED ASSETS</u>	8,95,431.00
Addition during the Year	7,26,742.00		As Per Schedule Attached	
Less : Depreciation	<u>3,84,610.00</u>	8,95,431.00		
<u>GENERAL FUND</u>			<u>CURRENT ASSETS</u>	
Op. Bal. As On 01.04.2015	83,62,930.49		Security-Rent and Other Advance	2,87,262.00
Add : Excess Of Income			Cash - in - hand	20,873.88
Over Expenditure	<u>40,69,301.04</u>	1,24,32,231.53	With ICICI Bank FCRA A/C	1,21,03,141.69
			With ICICI Bank Society A/C	6,32,014.96
			TDS Receivable	<u>30,295.00</u>
				1,30,73,587.53
<u>CURRENT LIABILITIES & PROV.</u>				
Sundry Creditors		6,41,356.00		
TOTAL.....(RS.)		1,39,69,018.53	TOTAL.....(RS.)	1,39,69,018.53

For Feminist Approach to Technology Society

FOR MALHOTRA & ASSOCIATES
CHARTERED ACCOUNTANTS

(President)

(Secretary)

(Ashok k. Malhotra)
Prop.

PLACE : NEW DELHI
Dated :

FEMINIST APPROACH TO TECHNOLOGY SOCIETY :: NEW DELHI
BALANCE SHEET AS ON 31ST MARCH, 2017

LIABILITIES		AMOUNT (INR)	ASSETS	AMOUNT (INR)
CAPITAL FUND - Op. Balance	8,95,431.00		FIXED ASSETS	24,66,058.00
Addition during the Year	26,08,392.00		As Per Schedule 1 Attached	
Less : Depreciation	<u>10,37,765.00</u>	24,66,058.00		
GENERAL FUND			CURRENT ASSETS	
Op. Bal. As On 01.04.2016	6,65,959.56		Security-Rent and Other Advance	5,27,123.00
Add : Excess Of Income			Cash - in - hand	18,515.88
Over Expenditure	<u>6,21,023.37</u>	12,86,982.93	With ICICI Bank FCRA A/C	3,09,87,681.50
			With ICICI Bank Society A/C	12,51,949.33
			TDS Receivable	<u>46,275.00</u>
UNSPENT Balance - for Project				3,28,31,544.71
Op. Bal. As On 01.04.2016	1,17,66,271.97			
Add : Excess Of Income				
Over Expenditure	<u>19536400.81</u>	3,13,02,672.78		
CURRENT LIABILITIES & PROV.				
Sundry Creditors		2,41,889.00		
TOTAL.....(RS.)		3,52,97,602.71	TOTAL.....(RS.)	3,52,97,602.71

FEMINIST APPROACH TO TECHNOLOGY SOCIETY :: NEW DELHI
BALANCE SHEET AS ON 31ST MARCH, 2018

LIABILITIES		AMOUNT (INR)	ASSETS	AMOUNT (INR)
<u>CAPITAL FUND - Op. Balance</u>	24,66,058.00		<u>FIXED ASSETS</u>	23,39,324.00
Addition during the Year	6,87,936.00		As Per Schedule 1 Attached	
Less : Depreciation	<u>8,14,670.00</u>	23,39,324.00		
<u>GENERAL FUND</u>			<u>CURRENT ASSETS</u>	
Op. Bal. As On 01.04.2017	12,86,982.93		Security-Rent and Other Advance	93,918.00
Less : Excess Of Expenditure			Cash - in - hand	15,364.88
Over Income	<u>1,12,685.00</u>	11,74,297.93	With ICICI Bank FCRA A/C	2,41,74,767.03
			With ICICI Bank Society A/C	<u>11,37,733.33</u>
				2,54,21,783.24
<u>UNSPENT Balance - For Projects</u>				
Op. Bal. As On 01.04.2017	3,13,02,672.78			
Less : Excess Of Expenditure				
Over Income	<u>77,95,542.47</u>	2,35,07,130.31		
<u>CURRENT LIABILITIES</u>		7,40,355.00		
Sundry Creditors				
TOTAL.....(Rs.)		2,77,61,107.24	TOTAL.....(Rs.)	2,77,61,107.24



FAT 
Feminist Approach to Technology